A Study of Employee Relocation Policies Among Major U.S. Corporations—1980

Conducted By:
Hagen Marketing Research Inc.

Sponsored By:
Merrill Lynch
Relocation Management Inc.

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I INTRODUCTION

This report contains the results of the Eighth Annual Survey of Corporate Relocation Policies sponsored by Merrill Lynch Relocation Management Inc. This survey of 1979 relocation policies and practices was designed and conducted by Hagen Marketing Research Inc. Many of the questions in this survey were similar to those asked in previous surveys. Where possible, year to year comparisons were made. In addition, several new topics of interest were examined for the first time.

STUDY OBJECTIVES

The objectives of this survey were to obtain information concerning employee relocation policies of major U.S. corporations in order to help those responsible for establishing and implementing their companies' policies. To meet these objectives, the survey addressed the following topics:

1. The total number of employees relocated during 1979 and a comparison with employees transferred in 1978.
2. Number of employees transferred in 1979 who were women.
3. Anticipated number of transfers in 1980.
4. Total number of homeowners transferred in 1979.
5. Corporate policies regarding the disposal of transferred employees' former living quarters.
6. Expenses incurred in disposing of relocated employees' former living quarters which were reimbursed and limitations on those reimbursements.
7. Problems experienced in connection with relocated employees disposing of their former living quarters.
8. Expenses incurred in connection with transferred employees purchasing a new home which were reimbursed.
9. Problems experienced by relocated employees in getting mortgages and steps taken by corporations to alleviate this difficulty.
10. Expenses reimbursed for non-homeowners (renters) who were relocated and what corporations were doing to help them find rental units.
11. Non-real estate related expenses which were reimbursed including:
    A. Househunting trips.
    B. Temporary living.
    C. Shipment of household goods and the responsibility for making shipping arrangements.
    D. Additional allowances for incidental expenses.
    E. Additional tax liability resulting from the payment of non-deductible expenses.
12. Whether transferred employees were assisted with cost of living differentials; how cost of living programs were implemented and methods of payment.
13. Corporate policy on providing job finding assistance for working spouses of relocated employees and type of assistance offered.
14. Whether new professional hires or new college graduate hires were eligible for the same reimbursements as current employees being relocated and reimbursements for which they were eligible.
15. Transfer of employees on short term assignments (either domestically or internationally) and the kind of assistance provided.
16. An estimate of employees who refused transfer for any reason.
17. Recent changes in corporate relocation policy and changes planned for 1980.

STUDY PROCEDURE

Respondents for this survey were selected from among firms in *Fortune* magazine's top 1,000 industrial companies plus selected firms in Fortune's "top 50" lists of non-industrial firms. Many of the firms interviewed were also contacted in previous years. Those firms interviewed who requested a copy, received a report of the findings directly from Merrill Lynch Relocation Management.

All interviews for this study were conducted by long distance (WATS) telephone from a central location in New Jersey. Prior to conducting the full-scale study, questions were carefully pre-tested to insure accurate results. Individuals interviewed at each firm were those who stated their primary concern was the administration of their company's policy regarding the relocation of employees. A total of 607 interviews were conducted between January 21 and March 5, 1980.

REPORT PRESENTATION

The results of this study have been presented by type of industry and number of relocated homeowners so comparisons could easily be made. Listed below were the number of respondents in each category:

INDUSTRY GROUP	NUMBER OF INTERVIEWS 1979	1978	1977
Petroleum and Gas	34	24	33
Food Preparation and Distribution	52	54	52
Metals Manufacturing	25	23	37
Mining	6	10	5
Industrial Machinery and Equipment	74	47	90
Banking, Finance, Accounting and Insurance	85	89	97
Retailing and Wholesaling	20	15	18
Transportation	24	46	37
Public Utilities	33	35	36
Aeronautics, Space and Electronics	31	8	39
Computers, Calculators, and Business Machines	17	12	10
Chemicals and Plastics	32	38	44
Pharmaceuticals and Cosmetics	14	16	22
Hardware, Appliances, and Housewares	13	28	8
Wood and Paper Milling and Manufacturing	28	28	27
Rubber and Rubber Products	5	7	6
Textiles, Clothing, and Carpeting	24	15	27
Publishing and Printing	18	19	17
Automotive Manufacturing	20	21	15
All Others	52	68	66

NUMBER OF TRANSFERRED HOMEOWNERS	NUMBER OF INTERVIEWS 1979	1978	1977
Under 25	252	223	265
25-49	97	96	127
50-99	99	107	108
100-249	95	116	96
250-499	31	41	38
500 or More	20	20	27
Not Stated or Unknown	13	—	25
Total Firms Interviewed	607	603	686

II SUMMARY OF FINDINGS

SECTION I

EMPLOYEE TRANSFER EXPERIENCE IN 1979

The average firm interviewed in this year's survey relocated 143 employees, a decline of about 9% from the 157 transfers reported both last year and the year before.

By industry, those companies with the largest number of transferred employees were in Hardware, Housewares and Appliances (582), Rubber Products (352), Petroleum and Gas (344), Retail and Wholesale (293) and Business Machines (258). Companies with the lowest number of transferred employees were in Mining (27), Publishing and Printing (57), and Metals Manufacturing (59).

While there was an overall decline in the average number of transfers compared with last year's survey, several industries reported significant increases. For example, Textile companies were up 139% over 1978, while those in Publishing and Printing (plus 19%), Metals Manufacturing (plus 18%) and Transportation (plus 17%) were also significantly higher. Companies in Rubber Products (off 15%) showed the largest decline in transfer activity.

AVERAGE NUMBER OF EMPLOYEES TRANSFERRED

	1979	1978	% Change
Textiles	146	61	+ 139
Publishing and Printing	57	48	+ 19
Metals Manufacturing	59	50	+ 18
Transportation	165	141	+ 17
Banking, Finance, Insurance	96	91	+ 5
Food Preparation and Distribution	82	79	+ 4
Aeronautics, Space, Electronics	158	152	+ 4
Wood and Paper	138	134	+ 3
Hardware, Housewares, Appliances	582	574	+ 1
Mining	27	27	0
Industrial Machinery and Equipment	71	71	0
All Other	109	109	0
Retail and Wholesale	293	296	— 1
Utilities	93	96	— 3
Business Machines	258	265	— 3
Chemicals and Plastics	189	195	— 3
Automotive Manufacturing	106	110	— 4
Petroleum and Gas	344	365	— 6
Pharmaceuticals and Cosmetics	159	171	— 7
Rubber Products	352	415	— 15

Expectations for 1980
Looking ahead to 1980, 47% of the companies surveyed expected their transfer situation to remain about the same as in 1979. Twenty percent of the companies surveyed said they will have an increase in 1980; however, 33% said they will have a decrease. This was the highest percentage of firms anticipating a decrease in transfer activity in the eight years this survey of relocation policies has been conducted.

Women Transfers
About 18% of the firms surveyed had no record of women relocated in 1979. Among firms who did, the average firm transferred 7 women and only 10% of the firms transferred more than 20 women. This means approximately 5% of all employees transferred by firms in 1979 were women.

Homeowner Transfers in 1979
Of the 143 average number of employees transferred by the firms interviewed in this survey, 95 or 66% were homeowners. This continued an apparent trend toward more transfers being homeowners. Studies conducted prior to 1978 may have included new professional and college graduate hires in the percentages shown below. The last two studies specifically excluded new hires in reported figures.

	1979	1978	1977	1976	1975
Percent of Total Transfers Who Were Homeowners	66	64	62	65	67

The proportion of employees transferred who were homeowners varied widely by industry:

HOMEOWNER TRANSFERS AS A PERCENT OF TOTAL

INDUSTRY GROUP	1979 All Transfers	1979 Homeowner Transfers	1979 Percent Homeowners
Mining	27	25	93
Textiles	146	124	85
Wood and Paper	138	106	77
Chemicals and Plastics	189	141	75
Aeronautics, Space and Electronics	158	119	75
Metals Manufacturing	59	43	73
Automobile Manufacturing	106	76	72
Utilities	93	67	72
Retail and Wholesale	293	211	72
Industrial Machinery and Equipment	71	50	70
Pharmaceuticals and Cosmetics	159	112	70
Publishing and Printing	57	40	70
Hardware, Appliances, Housewares	582	397	68
Food Preparation and Distribution	82	54	66
All other	109	70	64
Petroleum and Gas	344	205	60
Transportation	165	99	60
Banking, Finance and Insurance	96	54	56
Business Machines, Computers, Calculators	258	133	52
Rubber Products	352	177	50

SECTION II

COMPANY POLICIES REGARDING TRANSFERRED EMPLOYEES

Policy to Dispose of a Transferred Employee's Former Living Quarters

Nearly all firms (95%) provided relocated employees with some form of assistance in disposing of their former living quarters. Forty-one percent employed an outside relocation firm or bank which offered to purchase the employee's home, and 43% had a policy whereby the employee arranged for the sale of his or her home but was reimbursed for some or all of the home sale expense.

The percentage of companies using a relocation firm or bank to purchase the transferred employee's home was up significantly (after adjusting last year's data to account for measuring use of third party firms for *any* employee transferred rather than the majority of employees transferred).

Industries with the most liberal policies toward disposing of employees' former living quarters were Mining (84% either employed an outside firm or offered to purchase the employee's home), Utilities (76%), Pharmaceuticals and Cosmetics (64%), Wood and Paper (also 64%), and Chemicals and Plastics (63%).

Industries with the most limited policies included Rubber Products (where 80% had the employee arrange for the sale and reimbursed some or all of the home sale expenses (and only 20% employed a third party firm), and Textiles where 25% employed a third party firm and 8% offered to purchase the employee's home.

POLICY TO DISPOSE OF FORMER LIVING QUARTERS

	PERCENT OF FIRMS				
	1979	1978*	1977	1976	1975
The employee must arrange for the sale of his/her own home but is reimbursed for some or all of the home sale expense and may or may not be guaranteed against loss.	43	43	43	46	49
The company employs an outside firm or bank which offers to purchase the employee's home.	41	38	36	34	32
The company offers to purchase the employee's home.	11	12	12	11	9
The employee is not given any assistance or reimbursement.	5	6	8	7	7
All other policies.	—	1	1	2	3
TOTAL	100	100	100	100	100

*Adjusted from last year's report to include firms which did not reimburse for any expenses.

POLICY TO DISPOSE OF FORMER LIVING QUARTERS

POLICY REPORTED	PERCENT OF FIRMS # OF TRANSFERRED HOMEOWNERS Under 25	25-49	50-99	100-249	250-499	Over 500
The employee must arrange for the sale of his/her own home but is reimbursed for some or all of the home sale expense and may or may not be guaranteed against loss.	52	42	40	26	32	35
The company employs an outside firm or bank which offers to purchase the employee's home.	30	44	48	54	55	50
The company offers to purchase the employee's home.	10	11	8	15	13	15
The employee is not given any assistance or reimbursement.	8	2	3	4	—	—
TOTAL	100	100	100	100	100	100

As in previous studies, the more employees a firm relocated, the more likely the firm was to use a relocation firm or bank to purchase the transferred employee's former home. For firms relocating less than 25 employees per year, only 30% reported using an outside firm, while over 50% of the firms relocating over 100 homeowners retained an outside firm to assist their relocated employees. The gap, however, in the level of programs offered transferred employees by the large and small mover continued to narrow.

In the case of the largest movers (those with over 500 transferred homeowners), there appeared to be a significant decrease in the number of firms using a relocation firm or bank and in those offering to purchase the employee's home outright. Considering the small number of firms in this category, however, year to year fluctuations in the data can be considerable; no discernible shift in approach was observed.

Specific Expenses Reimbursed When Employees Disposed Of Their Former Homes

When the employee arranged for the sale of his home independently, firms generally were more liberal in reimbursing for the Brokerage Commission (82%, up from 80% the previous year), Other Normal Closing Costs (76%, up from 68%), and Duplicate House Carrying Expenses (65%, up from 58%). On the other hand, they were less likely to reimburse for Loss on Sale Below Investment Cost (11%, down from 15% the previous year), and Loss on Sale Below Fair Market Value (29%, down from 34%). The fall off in these two areas, however, was probably due to firms having few, if any, cases of employees suffering a loss rather than to any change in policy.

For the first time (for direct reimbursement programs only), respondents were asked whether or not their firms reimbursed employees for the added tax liability resulting from payment of non-deductible home sale expenses. Forty-seven percent of the firms with policies where the employee must arrange for the sale of his home said they gross-up home sale reimbursements in one manner or another.

EXPENSE ITEM	Reimbursement Programs Percent Which Reimburse 1979	1978*	1977
Duplicate House Carrying Expense	65	58	53
Brokerage Commission	82	80	75
Mortgage Discount Points	45	42	39
Mortgage Prepayment Penalty	60	63	51
Maintenance, Repair or Remodeling	17	19	13
Loss on Sale Below Fair Market	29	34	32
Loss on Sale Below Investment	11	15	18
Other Normal Closing Costs	76	68	70
Tax Gross Up	47	NA	NA

*Adjusted from last year's report to reflect policy covering majority of transfers rather than any employee relocated.

Only 28% of all firms placed limits on Mortgage Discount Points when the employee arranged for the sale of his home independently; however, 61% placed limits on Duplicate House Carrying Expenses (generally from three to six months).

Specific Expenses Reimbursed When Employees Chose Not To Accept Company Plan For Disposing Of Former Home
When employees chose not to use the company or relocation firm's plan and decided to sell on their own, firms were much less generous in reimbursing for Duplicate House Carrying Expenses (46% reimbursed) and Loss on Sale Below Fair Market Value (21%). Further, 69% of all firms placed limits on Duplicate House Carrying Expenses.

Specific Expenses Reimbursed When Purchasing New Homes
While previous surveys had shown firms to be less likely to reimburse employees for closing or settlement costs on new homes, significant changes took place in this area since last year's study. For example, significantly more firms reimbursed the employee for the mortgage interest rate differential between his or her old and new home (27% compared with 15% last year and a 145% increase since 1976). In addition, firms were also much more likely to reimburse for interest on interim or bridge loans (up 50% since 1976) and to reimburse for mortgage origination fees (up 38%).

SPECIFIC EXPENSES REIMBURSED— NEW HOME PURCHASE

EXPENSES	Percent Of Firms Which Reimburse 1979	1978	1977	1976	% Change (76-79)
Mortgage Discount Points	40	34	35	31	+29
Attorney or Escrow Officer Fees	66	61	61	56	+18
Mortgage Origination Fees	62	54	48	45	+38
Title Costs	69	61	59	55	+25
Other Normal Closing Costs	70	63	62	57	+23
Interest on Interim or Bridge Loan	45	35	33	30	+50
Mortgage Rate Differential	27	15	14	11	+145
No Reimbursement	18	26	26	31	−42

Mortgage Rate Differentials

Of the firms which reimbursed the employee for mortgage rate differentials, 53% said they calculated the allowance by multiplying the remaining dollar amount of the old mortgage times the difference in the interest rate of the old and the new mortgages. The resulting dollar amount was then paid to the employee for one or more years. Another 27% multiplied the amount of the new mortgage times the interest rate difference between the old and new mortgages. The resulting amount was then paid to the employee for one or more years. Others (7%) had company formulas or policies based on salary or equity in the former home.

Of the firms reimbursing for mortgage rate differentials, 33% also reimbursed the employee for the added tax liability resulting from this payment. Of the firms not reimbursing for mortgage rate differentials, 27% planned to implement such a program and another 4% were looking into it.

Policy for Non-Homeowner Employees

Nearly all companies provided reimbursements to renters as well as homeowners. For example, 90% of firms surveyed reimbursed the non-homeowner for lease termination penalties, 46% for finders fees, 42% for security deposits and 51% for legal fees. These benefits were all up substantially from previous surveys.

POLICY REGARDING NON-REAL ESTATE RELATED EXPENSES

Cost Of Living Differential—Thirteen percent of the firms interviewed in this year's survey offered a cost of living differential to encourage employees to accept transfers into higher cost of living areas. This is down slightly from last year's survey (18%); however, the definition of what constitutes a cost of living differential was further refined for this year's survey. Only lump sum payments or salary supplements for a specified time period were considered to be cost of living differential payments in this year's survey. Thus, firms which provided mortgage interest differentials and promotional raises or firms which considered salary supplements to be permanent and not rescinded after the employee transferred out of the high cost area, were not considered to be cost of living differential payments.

Among firms with a cost of living policy, 60% had a plan where the employee received a salary supplement and 74% of these firms paid this supplement until the employee transferred to a lower cost of living area. Another 24% of firms with a cost of living program provided the employee with a lump sum payment and 16% provided payments either quarterly, semi-annually or annually. Among firms with a cost of living program, 28% reimbursed the employee for the added tax liability resulting from cost of living payments. Six percent of the firms not having a cost of living program planned to implement such a program in the near future.

Some 44% of the firms interviewed reported having difficulty with employees accepting transfers into high cost of living areas. This is up considerably from the 39% who reported such problems in 1978 and the 29% with these problems in 1977.

Transferred Employees With Working Spouses—Twenty-three percent of the firms interviewed said they were offering some type of job finding assistance for working spouses of relocated employees. Of the firms with such programs, 86% said they tried to find them jobs with other companies or suppliers, 70% referred them to employment agencies, 63% had informal counseling sessions and 60% helped them to prepare resumes. Only 46% helped the spouse find a job within the company, and fewer actually provided reimbursements to help spouses find jobs (20% reimbursed for an extra job finding trip to seek employment, 13% paid for resume preparation, and only 9% paid fees to employment agencies).

Househunting Trips—Of the 607 firms surveyed, 99% allowed for at least one househunting trip to the new location. Of the companies which provided reimbursements, the average company reimbursed for 1.8 trips. Thirty-five percent of the firms interviewed said they allowed one trip, while 44% said they reimbursed the employee for two, and 12% for three or more trips.

Temporary Living At The New Location—Only six of the 607 firms interviewed (1%) said they do not reimburse the employee for temporary living at the new location. Of the companies which reimbursed for temporary living, only 10% reimbursed for less than 30 days, 40% for between 30 and 45 days, 18% for between 45 and 74 days, and 18% for 75 days or longer. The average firm reimbursed for approximately 47 days temporary living. While the average length of reimbursement for temporary living was significantly greater than the length reported in last year's survey (35 days), it did not differ significantly from two years ago when the average was 45 days.

Household Goods—Ninety-nine percent of the firms interviewed reimbursed the employee for the shipment of household goods, and 14% used a relocation service firm to coordinate the shipment. Of the firms not using a relocation service firm, 48% handled the task through their traffic department, and 23% handled it through their personnel department.

Among firms reimbursing for shipment of household goods, nearly all (90%) allowed the employee to move one family car (on the moving van) at company expense, 62% allowed the employee to move two cars, and 12% allowed three cars. Thirty-six percent of all firms allowed the employee to move a small boat (under 20 feet) at company expense; however, only 11% allowed the employee to move a larger boat. Additionally, nearly one-half of all firms reimbursed for insurance above the $1.25 per pound standard release, 38% allowed the employee to have belongings picked up from a second home, and 14% allowed the employee to hire maid service at either the old or new location.

Additional Allowances For Incidental Expenses—Eighty-five percent of all firms provided additional allowances to the employee to cover such incidental expenses as utility hook-ups, draperies, etc. About 56% of the firms providing such allowances based the amount reimbursed on the relocated employee's salary, while 23% provided a flat dollar allowance, and 19% required the employee to submit a list of incidental expenses. Most dollar allowances fell in the range of $500 to $1,500, although some firms paid over $2,500. The typical salary allowance fell between two weeks' and one month's salary.

Additional Income Tax Liability—Fifty-nine percent of the firms responding to this question said they reimbursed the employee for the added income tax liability resulting from payment of non-deductible moving expenses. And, as stated previously, 47% "grossed-up" the employee for non-deductible home sale expenses (under direct reimbursement programs), 33% "grossed-up" mortgage rate differential payments, and 27% "grossed-up" cost of living differential payments.

Of the firms which "grossed-up" non-deductible moving expenses, 47% said they reimbursed the employee the actual estimated tax, 28% used a schedule based on salary ranges, and 19% reimbursed a fixed percent of non-deductible expenses.

As previous studies have shown, firms with the largest number of relocated employees were much more likely to reimburse for the added tax liability than firms with fewer transfers.

PERCENT OF FIRMS GROSSING UP FOR TAX LIABILITY ON NON-DEDUCTIBLE EXPENSES

Number of Transferred Homeowners	Homesale Expenses	Other Moving Expenses
Under 25	46	48
25-49	52	58
50-99	56	66
100-249	65	71
250-499	68	74
500 or More	70	84

Policy For New Professional Hires and New College Graduate Hires

Thirty percent of all firms interviewed said new professional hires were eligible for the same reimbursements as current employees being transferred. On the other hand, 1% said new professional hires were eligible for no reimbursements, 42% said they were eligible for some of the reimbursements current employee transfers receive, and 27% said they negotiated with each new professional hire.

Among firms that said new professional hires were not eligible for the same reimbursements as current employees, nearly all said new professional hires were reimbursed for shipment of household goods (95%), transportation of families to the new location (93%), temporary living (86%), and one or more househunting trips (also 86%).

As for policies with respect to new college graduate hires, only 17% of the firms surveyed said new college graduates were eligible for the same reimbursements as current employees. Fifty-one percent said college graduates were eligible for some reimbursements, 22% said they negotiated with each new college graduate hire, and 8% said they were eligible for no reimbursements.

Among firms which had a policy that college graduate hires were eligible for some reimbursements, household goods (92%), transportation of family (also 92%), househunting trips (82%), and temporary living (82%), were expenses most often reimbursed.

Results of this year's survey showed a continuation of a trend toward negotiation with new hires. Over the past few years, more and more firms had a policy of negotiating not only with new professional hires, but also with college graduates.

PERCENT OF FIRMS WHICH NEGOTIATE WITH NEW HIRES ON RELOCATION REIMBURSEMENTS

	1979	1978	1977
Negotiate with New Professional Hires	27	24	11
Negotiate with College Graduate Hires	22	14	9

Policy For Employees Transferred Internationally Or Domestically On Short Term Assignment

Of all firms surveyed, 53% said they had employees who were on short term assignments (either domestically or internationally) of one to four years' duration. The average firm with employees on short term assignment had 28 employees on short term assignment domestically, and 27 employees on short term assignment outside the United States. Seventy percent of firms with employees on short term assignment had one or more employees on assignment within the United States, and 72% had one or more employees on temporary assignment outside the United States. The typical stay of an employee on short term assignment was about one year and seven months.

Among firms with employees on short term assignment, about 38% provided property management assistance. For those firms with a property management program, 48% said their program was administered by a local brokerage firm, 26% used a relocation services firm to administer, and 25% had an internal department to administer the program.

Among firms with employees on short term assignment, only 59% reimburse the employee for expenses required to maintain their domestic homes. For example, 39% reimbursed property management fees paid to relocation firms, banks or real estate agents; 37% reimbursed broker fees to secure the first tenant; only 26% reimbursed fees to secure second or subsequent tenants; 29% reimbursed the difference between rental income and carrying costs; 24% reimbursed for legal fees; 33% reimbursed for appraisals to determine rental value, and 31% reimbursed carrying costs when the home was not rented.

SECTION III

PROBLEMS EXPERIENCED BY TRANSFERRED EMPLOYEES

Disposing Of Former Homes

While 28% of the firms interviewed in last year's survey reported problems with relocated employees disposing of their former homes, this figure nearly doubled to 52% in this year's survey.

	1979	1978	1977	1976
Percent Of Firms Experiencing Problems in Disposing Of Homes	52	28	16	32

Most firms blamed tight money (25%) and high interest rates (34%) for the difficulty in selling homes, while 36% were less specific in their reasons and mentioned only that homes were just not selling. Only 13% felt the difficulty was due to high asking prices.

Purchasing New Homes

One-third of all firms interviewed said that relocated employees had problems getting mortgages on new homes. This was up significantly from the 14% reporting problems with mortgage financing in last year's survey.

Sixty percent of all firms said they had not taken any steps as yet to help employees obtain mortgage financing. On the other hand, 28% of all firms surveyed said they were working closer with local banks, and 7% were actually providing mortgages to relocated employees.

Finding Rental Units

Thirteen percent of the firms interviewed said relocated employees had problems finding rental units. Of the 76 firms which reported problems with employees finding rental units, 42% said they were doing nothing to help renters find appropriate living quarters, 24% were using a relocation service firm to help renters, 15% were working more closely with real estate brokers, and 10% were obtaining assistance from employees at the new location.

TOPICS EXPLORED FOR THE FIRST TIME

Employees Who Turned Down Transfers—For the first time, companies were asked specifically for an estimate of the number of employees who refused to be relocated for any reason. While 32% of firms surveyed could not give an accurate estimate of those refusing to be transferred, among the 68% of firms which did provide an estimate an interesting picture emerges. For example, fully two-thirds of those firms providing an estimate indicated they were aware of at least one employee who refused to be transferred. Further, on average nearly one of every ten individuals asked, declined the transfer. And, in eleven percent of the firms surveyed refusals were greater than one in four while in three percent of the firms refusals were as great as one in two.

SECTION IV

CHANGES IN CORPORATE RELOCATION POLICY

Over one-third of all firms surveyed had made changes in their relocation policy in 1979. Of the 208 firms which made significant changes, 36% said they either developed a mortgage rate differential policy or increased reimbursements on their current policy. In addition, 20% of all firms which made a significant change said they hired a relocation service firm and 20% either developed or increased reimbursements for miscellaneous expense allowances.

Thirty-six percent of all firms surveyed said they planned to make significant changes to their relocation policy in 1980. Of these, nearly one-half said they planned to develop or increase reimbursements for mortgage rate differentials, 12% were considering a third party firm, and 12% were planning to develop or increase reimbursements for miscellaneous expense allowances.

Of all firms surveyed, 48% said they used a relocation service firm either for home sale, home finding, transportation, group moves, rental assistance, property management, equity loans or consulting.

TABLE 1

APPROXIMATE NUMBER OF EMPLOYEES TRANSFERRED DURING 1979

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW						1	1	1	2	3	14
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	84 100%	19 100%	23 100%	31 100%	28 100%	593 100%
NUMBER OF EMPLOYEES TRANSFERRED IN 1979											
NONE	-	2%	-	-	1%	1%	-	-	-	-	1%
LESS THAN 25	24%	37%	44%	33%	38%	42%	21%	13%	19%	21%	32%
25 - 49	12%	17%	20%	50%	24%	11%	11%	13%	23%	18%	17%
50 - 99	12%	15%	24%	17%	15%	11%	-	22%	13%	18%	15%
100 - 249	18%	17%	8%	-	16%	21%	37%	39%	42%	25%	21%
250 - 499	9%	12%	-	-	4%	12%	11%	4%	3%	7%	9%
500 OR MORE	26%	-	4%	-	1%	2%	21%	9%	-	11%	6%
AVERAGE # TRANSFERRED	344	82	59	27	71	96	293	165	93	158	143

TABLE 1

APPROXIMATE NUMBER OF EMPLOYEES TRANSFERRED DURING 1979

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1		1						1	3	14
TOTAL ANSWERING	16 100%	32 100%	13 100%	13 100%	28 100%	5 100%	24 100%	18 100%	19 100%	49 100%	593 100%
NUMBER OF EMPLOYEES TRANSFERRED IN 1979											
NONE	-	3%	-	-	-	-	-	-	-	-	1%
LESS THAN 25	31%	19%	15%	38%	36%	20%	54%	56%	21%	29%	32%
25 - 49	13%	16%	8%	23%	14%	-	8%	11%	16%	22%	17%
50 - 99	19%	13%	23%	8%	11%	-	17%	17%	32%	14%	15%
100 - 249	25%	28%	31%	8%	18%	-	8%	11%	26%	16%	21%
250 - 499	-	13%	15%	-	18%	60%	4%	6%	-	14%	9%
500 OR MORE	13%	9%	8%	23%	4%	20%	8%	-	5%	4%	6%
AVERAGE # TRANSFERRED	258	189	159	582	138	352	146	57	106	109	143

Merrill Lynch Relocation Management Inc.

TABLE 1

APPROXIMATE NUMBER OF EMPLOYEES TRANSFERRED DURING 1979

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	3	1	1				14
TOTAL ANSWERING	249 100%	96 100%	98 100%	95 100%	31 100%	20 100%	593 100%
NUMBER OF EMPLOYEES TRANSFERRED IN 1979							
NONE	2%	-	-	-	-	-	1%
LESS THAN 25	77%	-	-	-	-	-	32%
25 - 49	19%	52%	-	-	-	-	17%
50 - 99	2%	43%	41%	-	-	-	15%
100 - 249	-	5%	55%	65%	-	-	21%
250 - 499	-	-	4%	33%	48%	-	9%
500 OR MORE	-	-	-	2%	52%	100%	6%
AVERAGE # TRANSFERRED	15	50	112	224	530	1342	143

TABLE 2

NUMBER OF WOMEN TRANSFERRED IN 1979

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW	12	7	2		7	13	6	4	8	5	111
TOTAL ANSWERING	22 100%	45 100%	23 100%	6 100%	67 100%	72 100%	14 100%	20 100%	25 100%	26 100%	496 100%
NUMBER OF WOMEN TRANSFERRED IN 1979											
NONE	27%	44%	52%	50%	46%	29%	29%	15%	32%	35%	37%
LESS THAN 5	36%	27%	35%	33%	40%	32%	21%	45%	28%	27%	32%
5 - 9	14%	9%	4%	17%	9%	11%	7%	20%	24%	12%	11%
10 - 19	9%	11%	9%	-	1%	15%	14%	-	8%	19%	10%
20 - 49	5%	9%	-	-	3%	11%	29%	15%	-	4%	7%
50 - 99	5%	-	-	-	-	1%	-	5%	8%	4%	2%
100 OR MORE	5%	-	-	-	-	-	-	-	-	-	1%
AVERAGE # TRANSFERRED	14	5	2	2	2	7	11	10	7	9	7

TABLE 2

NUMBER OF WOMEN TRANSFERRED IN 1979

	INDUSTRY (CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	7	7	2	2	5	2	5	4	2	11	111
TOTAL ANSWERING	10 100%	25 100%	12 100%	11 100%	23 100%	3 100%	19 100%	14 100%	18 100%	41 100%	496 100%
NUMBER OF WOMEN TRANSFERRED IN 1979											
NONE	20%	36%	17%	27%	48%	-	42%	43%	44%	41%	37%
LESS THAN 5	50%	16%	17%	45%	17%	33%	26%	36%	50%	29%	32%
5 - 9	-	24%	8%	9%	22%	-	5%	7%	-	7%	11%
10 - 19	10%	12%	33%	9%	9%	33%	11%	14%	6%	10%	10%
20 - 49	20%	4%	17%	-	-	-	11%	-	-	7%	7%
50 - 99	-	4%	-	-	4%	33%	5%	-	-	5%	2%
100 OR MORE	-	4%	8%	9%	-	-	-	-	-	-	1%
AVERAGE # TRANSFERRED	6	14	18	16	6	24	8	3	2	7	7

Merrill Lynch Relocation Management Inc.

TABLE 2

NUMBER OF WOMEN TRANSFERRED IN 1979

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	16	11	16	26	18	13	111
TOTAL ANSWERING	236 100%	86 100%	83 100%	69 100%	13 100%	7 100%	496 100%
NUMBER OF WOMEN TRANSFERRED IN 1979							
NONE	59%	31%	10%	9%	15%	-	37%
LESS THAN 5	35%	40%	35%	14%	-	14%	32%
5 - 9	5%	16%	23%	14%	-	-	11%
10 - 19	1%	12%	13%	32%	38%	14%	10%
20 - 49	-	1%	14%	23%	23%	14%	7%
50 - 99	-	-	4%	7%	23%	14%	2%
100 OR MORE	-	-	1%	-	-	43%	1%
AVERAGE # TRANSFERRED	1	4	11	15	25	92	7

TABLE 3

EXPECTATIONS FOR NUMBER OF TRANSFERS IN 1980

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW							1		1	2	8
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	19 100%	24 100%	32 100%	29 100%	599 100%
EXPECTATIONS											
INCREASE OVER 1979	21%	6%	24%	17%	31%	29%	26%	29%	9%	21%	20%
DECREASE OVER 1979	21%	40%	24%	17%	35%	27%	42%	42%	31%	31%	33%
REMAIN THE SAME AS 1979	59%	54%	52%	67%	34%	44%	32%	29%	59%	48%	47%

TABLE 3

EXPECTATIONS FOR NUMBER OF TRANSFERS IN 1980

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1						1		1	1	8
TOTAL ANSWERING	16 100%	32 100%	14 100%	13 100%	28 100%	5 100%	23 100%	18 100%	19 100%	51 100%	599 100%
EXPECTATIONS											
INCREASE OVER 1979	44%	6%	-	15%	25%	-	13%	11%	16%	14%	20%
DECREASE OVER 1979	25%	38%	43%	8%	14%	60%	48%	39%	58%	33%	33%
REMAIN THE SAME AS 1979	31%	56%	57%	77%	61%	40%	39%	50%	26%	53%	47%

Merrill Lynch Relocation Management Inc.

TABLE 3

EXPECTATIONS FOR NUMBER OF TRANSFERS IN 1980

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	1	1				1	8
TOTAL ANSWERING	251 100%	96 100%	99 100%	95 100%	31 100%	19 100%	599 100%
EXPECTATIONS							
INCREASE OVER 1979	18%	23%	24%	14%	19%	21%	20%
DECREASE OVER 1979	31%	38%	33%	36%	19%	47%	33%
REMAIN THE SAME AS 1979	51%	40%	42%	51%	61%	32%	47%

TABLE 4

NUMBER OF EMPLOYEES TRANSFERRED IN 1979 WHO WERE HOMEOWNERS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW			1		2		1	2	2	3	13
TOTAL ANSWERING	34 100%	52 100%	24 100%	6 100%	72 100%	85 100%	19 100%	22 100%	31 100%	28 100%	594 100%
NUMBER OF HOMEOWNERS TRANSFERRED IN 1979											
LESS THAN 25	35%	46%	54%	50%	53%	51%	32%	23%	29%	21%	42%
25 - 49	3%	15%	17%	50%	22%	14%	5%	18%	23%	36%	16%
50 - 99	18%	17%	25%	-	15%	18%	26%	27%	26%	14%	17%
100 - 249	15%	19%	-	-	4%	15%	16%	23%	19%	14%	16%
250 - 499	9%	2%	4%	-	6%	2%	11%	5%	3%	7%	5%
500 OR MORE	21%	-	-	-	-	-	11%	5%	-	7%	3%
AVERAGE # OF HOMEOWNERS TRANSFERRED	205	54	43	25	50	54	211	99	67	119	95

TABLE 4

NUMBER OF EMPLOYEES TRANSFERRED IN 1979 WHO WERE HOMEOWNERS

	INDUSTRY (CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1									1	13
TOTAL ANSWERING	16 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	51 100%	594 100%
NUMBER OF HOMEOWNERS TRANSFERRED IN 1979											
LESS THAN 25	31%	28%	29%	62%	46%	20%	58%	67%	30%	41%	42%
25 - 49	13%	16%	7%	8%	11%	-	17%	-	30%	18%	16%
50 - 99	25%	16%	21%	-	7%	-	8%	22%	15%	12%	17%
100 - 249	19%	28%	36%	8%	21%	60%	8%	11%	20%	22%	16%
250 - 499	6%	9%	7%	-	11%	20%	4%	-	-	8%	5%
500 OR MORE	6%	3%	-	23%	4%	-	4%	-	5%	-	3%
AVERAGE # OF HOMEOWNERS TRANSFERRED	133	141	112	397	106	177	124	40	76	70	95

Merrill Lynch Relocation Management Inc.

TABLE 4

NUMBER OF EMPLOYEES TRANSFERRED IN 1979 WHO WERE HOMEOWNERS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	507
NO ANSWER; DON'T KNOW							13
TOTAL ANSWERING	252 100%	97 100%	99 100%	95 100%	31 100%	20 100%	594 100%
NUMBER OF HOMEOWNERS TRANSFERRED IN 1979							
LESS THAN 25	100%	-	-	-	-	-	42%
25 - 49	-	100%	-	-	-	-	16%
50 - 99	-	-	100%	-	-	-	17%
100 - 249	-	-	-	100%	-	-	16%
250 - 499	-	-	-	-	100%	-	5%
500 OR MORE	-	-	-	-	-	100%	3%
AVERAGE # OF HOMEOWNERS TRANSFERRED	11	35	68	154	328	952	95

TABLE 5

COMPANY'S OVERALL POLICY FOR DISPOSING OF A TRANSFERRED EMPLOYEE'S FORMER LIVING QUARTERS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	607 100%
COMPANY POLICY											
THE COMPANY OFFERS TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	9%	13%	16%	17%	7%	13%	-	8%	18%	6%	11%
THE COMPANY EMPLOYS AN OUTSIDE RELOCATION FIRM OR BANK TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	47%	35%	44%	67%	45%	36%	40%	38%	58%	39%	41%
THE EMPLOYEE MUST ARRANGE FOR THE SALE OF THE HOME BUT IS REIMBURSED FOR SOME OR ALL OF THE HOME SALE EXPENSE AND MAY OR MAY NOT BE GUARANTEED AGAINST LOSS ON SALE	44%	40%	40%	17%	41%	45%	45%	33%	21%	55%	43%
THE EMPLOYEE IS NOT GIVEN ANY ASSISTANCE OR REIMBURSEMENT IN THE SALE OF HIS HOME	-	12%	-	-	8%	6%	10%	21%	3%	-	5%
ALL OTHER POLICIES	-	-	-	-	-	-	5%	-	-	-	*

TABLE 5

COMPANY'S OVERALL POLICY FOR DISPOSING OF A TRANSFERRED EMPLOYEE'S FORMER LIVING QUARTERS

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	607 100%
COMPANY POLICY											
THE COMPANY OFFERS TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	-	16%	14%	15%	14%	-	8%	6%	10%	10%	11%
THE COMPANY EMPLOYS AN OUTSIDE RELOCATION FIRM OR BANK TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	35%	47%	50%	23%	50%	20%	25%	39%	45%	40%	41%
THE EMPLOYEE MUST ARRANGE FOR THE SALE OF THE HOME BUT IS REIMBURSED FOR SOME OR ALL OF THE HOME SALE EXPENSE AND MAY OR MAY NOT BE GUARANTEED AGAINST LOSS ON SALE	59%	31%	36%	54%	36%	80%	58%	56%	45%	46%	43%
THE EMPLOYEE IS NOT GIVEN ANY ASSISTANCE OR REIMBURSEMENT IN THE SALE OF HIS HOME	-	6%	-	8%	-	-	8%	-	-	4%	5%
ALL OTHER POLICIES	6%	-	-	-	-	-	-	-	-	-	*

Merrill Lynch Relocation Management Inc.

TABLE 5

COMPANY'S OVERALL POLICY FOR DISPOSING OF A TRANSFERRED EMPLOYEE'S FORMER LIVING QUARTERS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW							
TOTAL ANSWERING	252 100%	97 100%	99 100%	95 100%	31 100%	20 100%	607 100%
COMPANY POLICY							
THE COMPANY OFFERS TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	10%	11%	8%	15%	13%	15%	11%
THE COMPANY EMPLOYS AN OUTSIDE RELOCATION FIRM OR BANK TO PURCHASE THE EMPLOYEE'S HOME AND BEARS SOME OR ALL OF THE HOME SALE EXPENSE	30%	44%	48%	54%	55%	50%	41%
THE EMPLOYEE MUST ARRANGE FOR THE SALE OF THE HOME BUT IS REIMBURSED FOR SOME OR ALL OF THE HOME SALE EXPENSE AND MAY OR MAY NOT BE GUARANTEED AGAINST LOSS ON SALE	52%	42%	40%	26%	32%	35%	43%
THE EMPLOYEE IS NOT GIVEN ANY ASSISTANCE OR REIMBURSEMENT IN THE SALE OF HIS HOME	8%	2%	3%	4%	-	-	5%
ALL OTHER POLICIES	-	-	-	1%	-	-	*

TABLE 6

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	19 100%	25 100%	15 100%	5 100%	38 100%	42 100%	8 100%	11 100%	25 100%	14 100%	314 100%
REIMBURSED EXPENSES											
MORTGAGE PREPAYMENT PENALTIES	95%	76%	87%	100%	79%	86%	63%	91%	84%	79%	82%
MAINTENANCE AND REPAIR COSTS	53%	32%	67%	20%	53%	60%	38%	27%	40%	64%	48%

TABLE 6

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	6 100%	20 100%	9 100%	5 100%	18 100%	1 100%	8 100%	8 100%	11 100%	26 100%	314 100%
REIMBURSED EXPENSES											
MORTGAGE PREPAYMENT PENALTIES	50%	70%	100%	80%	83%	100%	88%	75%	64%	85%	82%
MAINTENANCE AND REPAIR COSTS	17%	35%	33%	-	61%	100%	50%	50%	36%	65%	48%

Merrill Lynch Relocation Management Inc.

TABLE 6

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	99 100%	54 100%	56 100%	65 100%	21 100%	13 100%	314 100%
REIMBURSED EXPENSES							
MORTGAGE PREPAYMENT PENALTIES	76%	78%	86%	89%	86%	85%	82%
MAINTENANCE AND REPAIR COSTS	45%	52%	48%	51%	52%	38%	48%

TABLE 7

WHETHER LIMITS ARE PLACED ON MORTGAGE PREPAYMENT PENALTIES WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	18	19	13	5	30	36	5	10	21	11	256
NO ANSWER; DON'T KNOW			1	1		1			2		8
TOTAL ANSWERING	18 100%	19 100%	12 100%	4 100%	30 100%	35 100%	5 100%	10 100%	19 100%	11 100%	248 100%
LIMITS ON MORTGAGE PREPAYMENT PENALTIES											
NO LIMITS	78%	89%	92%	100%	97%	86%	80%	100%	89%	73%	87%
REASONABLE AMOUNT	-	-	-	-	-	3%	-	-	-	-	1%
NEGOTIABLE; VARIES	-	-	-	-	-	6%	-	-	-	-	2%
1%	-	-	-	-	-	-	-	-	-	-	1%
2%	-	-	-	-	-	3%	-	-	-	-	*
3%	-	5%	-	-	-	3%	-	-	-	9%	1%
DOLLAR LIMIT	-	-	-	-	-	-	-	-	5%	9%	2%
OTHER LIMITS	22%	5%	8%	-	3%	-	20%	-	5%	9%	5%

TABLE 7

WHETHER LIMITS ARE PLACED ON MORTGAGE PREPAYMENT PENALTIES WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	3	14	9	4	15	1	7	6	7	22	256
NO ANSWER; DON'T KNOW		1					1			1	8
TOTAL ANSWERING	3 100%	13 100%	9 100%	4 100%	15 100%	1 100%	6 100%	6 100%	7 100%	21 100%	248 100%
LIMITS ON MORTGAGE PREPAYMENT PENALTIES											
NO LIMITS	67%	92%	100%	75%	87%	100%	67%	83%	86%	81%	87%
REASONABLE AMOUNT	-	-	-	-	-	-	17%	17%	-	-	1%
NEGOTIABLE; VARIES	-	-	-	-	7%	-	-	-	14%	5%	2%
1%	-	-	-	25%	7%	-	-	-	-	5%	1%
2%	-	-	-	-	-	-	-	-	-	-	*
3%	-	-	-	-	-	-	-	-	-	-	1%
DOLLAR LIMIT	33%	-	-	-	-	-	-	-	-	5%	2%
OTHER LIMITS	-	8%	-	-	-	-	17%	-	-	5%	5%

Merrill Lynch Relocation Management Inc.

TABLE 7

WHETHER LIMITS ARE PLACED ON MORTGAGE PREPAYMENT PENALTIES WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	75	42	48	58	18	11	256
NO ANSWER; DON'T KNOW	3		2	1		1	8
TOTAL ANSWERING	72 100%	42 100%	46 100%	57 100%	18 100%	10 100%	248 100%
LIMITS ON MORTGAGE PREPAYMENT PENALTIES							
NO LIMITS	86%	88%	85%	93%	94%	50%	87%
REASONABLE AMOUNT	4%	-	-	-	-	-	1%
NEGOTIABLE; VARIES	4%	-	4%	-	-	-	2%
1%	1%	-	2%	-	-	10%	1%
2%	-	2%	-	-	-	-	*
5%	-	2%	-	2%	-	10%	1%
DOLLAR LIMIT	3%	5%	-	-	-	-	2%
OTHER LIMITS	1%	2%	9%	5%	6%	30%	5%

TABLE 8

WHETHER LIMITS ARE PLACED ON MAINTENANCE & REPAIR COSTS WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	10	8	10	1	20	25	3	3	10	9	151
NO ANSWER; DON'T KNOW			1	1	1	1			1		8
TOTAL ANSWERING	10	8	9		19	24	3	3	9	9	143
	100%	100%	100%		100%	100%	100%	100%	100%	100%	100%
LIMITS ON MAINTENANCE & REPAIR COSTS											
NO LIMITS	80%	50%	100%		84%	63%	67%	67%	89%	22%	74%
REASONABLE AMOUNT	-	-	-		-	17%	-	-	-	22%	5%
NEGOTIABLE; VARIES	-	-	-		11%	4%	-	-	-	-	3%
LESS THAN $500	10%	13%	-		-	-	-	-	-	11%	3%
$500 - $999	-	-	-		-	4%	33%	-	-	-	1%
$1,000 - $1,499	-	13%	-		-	4%	-	-	-	-	3%
$1,500 OR OVER											
LIMIT IS PERCENT OF SALE PRICE	-	13%	-		-	4%	-	-	-	11%	2%
PAY ONLY IF VACANT FOR PERIOD OF TIME	-	13%	-		5%	-	-	33%	11%	11%	5%
OTHER LIMITS	10%	-	-		-	4%	-	-	-	22%	4%

TABLE 8

WHETHER LIMITS ARE PLACED ON MAINTENANCE & REPAIR COSTS WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	1	7	3		11	1	4	4	4	17	151
NO ANSWER; DON'T KNOW		1								2	8
TOTAL ANSWERING	1 100%	6 100%	3 100%		11 100%	1 100%	4 100%	4 100%	4 100%	15 100%	143 100%
LIMITS ON MAINTENANCE & REPAIR COSTS											
NO LIMITS	100%	83%	100%		82%	100%	50%	100%	50%	87%	74%
REASONABLE AMOUNT	-	-	-		-	-	-	-	25%	-	5%
NEGOTIABLE; VARIES	-	-	-		-	-	-	-	-	7%	3%
LESS THAN $500	-	17%	-		-	-	-	-	-	-	3%
$500 - $999	-	-	-		-	-	-	-	-	-	1%
$1,000 - $1,499	-	-	-		-	-	-	-	25%	7%	3%
$1,500 OR OVER											
LIMIT IS PERCENT OF SALE PRICE	-	-	-		-	-	-	-	-	-	2%
PAY ONLY IF VACANT FOR PERIOD OF TIME	-	-	-		9%	-	25%	-	-	-	5%
OTHER LIMITS	-	-	-		9%	-	25%	-	-	-	4%

Merrill Lynch Relocation Management Inc.

TABLE 8

WHETHER LIMITS ARE PLACED ON MAINTENANCE & REPAIR COSTS WHEN EMPLOYEE ACCEPTS COMPANY OR THIRD PARTY OFFER TO PURCHASE HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	45	28	27	33	11	5	151
NO ANSWER; DON'T KNOW	4	1	1	1			8
TOTAL ANSWERING	41 100%	27 100%	26 100%	32 100%	11 100%	5 100%	143 100%
LIMITS ON MAINTENANCE & REPAIR COSTS							
NO LIMITS	83%	74%	65%	75%	73%	60%	74%
REASONABLE AMOUNT	2%	11%	4%	6%	-	-	5%
NEGOTIABLE; VARIES	5%	4%	-	3%	-	-	3%
LESS THAN $500	-	4%	4%	3%	9%	-	3%
$500 - $999	2%	-	-	-	9%	-	1%
$1,000 - $1,499	-	-	8%	3%	9%	-	3%
$1,500 OR OVER							
LIMIT IS PERCENT OF SALE PRICE	2%	4%	-	3%	-	-	2%
PAY ONLY IF VACANT FOR PERIOD OF TIME	2%	4%	8%	6%	-	20%	5%
OTHER LIMITS	2%	-	12%	-	-	20%	4%

TABLE 9

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WITH POLICY THAT EMPLOYEE MUST ARRANGE FOR SALE OF HOME	15 100%	27 100%	10 100%	1 100%	36 100%	43 100%	11 100%	13 100%	8 100%	17 100%	291 100%
REIMBURSED EXPENSES											
DUPLICATE HOUSE CARRYING EXPENSES	73%	67%	80%	-	61%	63%	64%	46%	63%	65%	65%
MORTGAGE DISCOUNT POINTS (SELLER)	67%	44%	30%	100%	33%	40%	45%	31%	38%	53%	45%
BROKERAGE COMMISSION	93%	63%	100%	100%	75%	86%	82%	54%	63%	94%	82%
MORTGAGE PREPAYMENT PENALTIES	80%	41%	80%	-	36%	72%	73%	38%	38%	65%	60%
MAINTENANCE, REPAIR OR REMODELING COSTS	13%	7%	20%	-	8%	19%	27%	23%	-	29%	17%
LOSS ON SALE BELOW FAIR MARKET VALUE	13%	33%	40%	-	25%	37%	36%	8%	25%	24%	29%
LOSS ON SALE BELOW INVESTMENT COST	7%	19%	10%	-	11%	7%	9%	8%	-	6%	11%
TAX GROSS UP ON HOME SALE EXPENSES	47%	41%	40%	100%	53%	40%	27%	31%	50%	47%	47%
OTHER NORMAL CLOSING COSTS	100%	59%	80%	100%	67%	79%	82%	46%	63%	88%	76%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	-	-	-	-	-	2%	-	-	13%	6%	2%
APPRAISALS	-	-	-	100%	-	-	-	-	-	6%	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	7%	-	-	-	-	2%	9%	-	-	6%	1%

TABLE 9

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WITH POLICY THAT EMPLOYEE MUST ARRANGE FOR SALE OF HOME	10 100%	12 100%	5 100%	8 100%	10 100%	4 100%	16 100%	10 100%	9 100%	26 100%	291 100%
REIMBURSED EXPENSES											
DUPLICATE HOUSE CARRYING EXPENSES	60%	83%	80%	38%	80%	100%	63%	80%	56%	62%	65%
MORTGAGE DISCOUNT POINTS (SELLER)	40%	67%	60%	38%	60%	-	31%	80%	56%	46%	45%
BROKERAGE COMMISSION	100%	92%	100%	88%	100%	75%	75%	80%	78%	88%	82%
MORTGAGE PREPAYMENT PENALTIES	70%	83%	100%	50%	80%	25%	50%	70%	67%	62%	60%
MAINTENANCE, REPAIR OR REMODELING COSTS	-	33%	40%	13%	20%	50%	13%	20%	-	27%	17%
LOSS ON SALE BELOW FAIR MARKET VALUE	30%	33%	40%	25%	30%	25%	31%	20%	44%	27%	29%
LOSS ON SALE BELOW INVESTMENT COST	10%	33%	40%	-	20%	-	19%	-	11%	8%	11%
TAX GROSS UP ON HOME SALE EXPENSES	60%	75%	100%	25%	70%	50%	38%	50%	44%	54%	47%
OTHER NORMAL CLOSING COSTS	80%	83%	80%	50%	100%	75%	63%	90%	67%	88%	76%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	-	-	-	-	-	-	6%	-	11%	-	2%
APPRAISALS	-	-	20%	-	-	-	-	-	-	-	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	-	-	-	-	-	-	-	-	-	-	1%

TABLE 9

HOMESALE EXPENSES REIMBURSED WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WITH POLICY THAT EMPLOYEE MUST ARRANGE FOR SALE OF HOME	153 100%	43 100%	43 100%	29 100%	10 100%	7 100%	291 100%
REIMBURSED EXPENSES							
DUPLICATE HOUSE CARRYING EXPENSES	59%	63%	74%	79%	90%	57%	65%
MORTGAGE DISCOUNT POINTS (SELLER)	39%	49%	63%	52%	40%	29%	45%
BROKERAGE COMMISSION	79%	88%	84%	83%	100%	86%	82%
MORTGAGE PREPAYMENT PENALTIES	54%	60%	67%	79%	70%	71%	60%
MAINTENANCE, REPAIR OR REMODELING COSTS	12%	21%	9%	34%	70%	-	17%
LOSS ON SALE BELOW FAIR MARKET VALUE	31%	23%	23%	41%	40%	-	29%
LOSS ON SALE BELOW INVESTMENT COST	13%	7%	7%	14%	20%	-	11%
TAX GROSS UP ON HOME SALE EXPENSES	44%	42%	51%	62%	60%	43%	47%
OTHER NORMAL CLOSING COSTS	71%	77%	84%	79%	100%	71%	76%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	1%	2%	7%	-	-	-	2%
APPRAISALS	-	2%	2%	-	10%	-	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	2%	-	-	-	10%	-	1%

TABLE 10

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY									
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	11	18	8		22	27	7	6	5	11	189
NO ANSWER; DON'T KNOW						1	1		1		6
TOTAL ANSWERING	11 100%	18 100%	8 100%		22 100%	26 100%	6 100%	6 100%	4 100%	11 100%	183 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES											
NO LIMITS	9%	56%	50%		23%	46%	33%	17%	25%	45%	39%
REASONABLE AMOUNT	-	-	-		5%	-	-	-	-	-	1%
NEGOTIABLE; VARIES	-	6%	13%		23%	12%	-	-	25%	-	8%
1 MONTH	9%	-	-		-	4%	-	-	-	-	1%
2 MONTHS	9%	-	-		-	-	-	50%	-	-	3%
3 MONTHS	18%	11%	13%		14%	19%	33%	17%	25%	9%	19%
4-6 MONTHS	36%	17%	25%		27%	15%	17%	-	-	36%	20%
7 MONTHS - 1 YEAR	-	6%	-		-	-	-	17%	-	9%	3%
PAY FIXED PERCENT OF TOTAL EXPENSES	-	-	-		5%	4%	-	-	-	-	1%
PAY ONLY INTEREST	9%	6%	-		5%	-	17%	-	25%	-	4%
DOLLAR LIMITS	9%	-	-		-	-	-	-	-	-	1%
PAY FIXED PERCENT OF EQUITY IN HOME	-	-	-		-	-	-	-	-	-	-

TABLE 10

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	6	10	4	3	8	4	10	8	5	16	189
NO ANSWER; DON'T KNOW		2					1				6
TOTAL ANSWERING	6 100%	8 100%	4 100%	3 100%	8 100%	4 100%	9 100%	8 100%	5 100%	16 100%	183 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES											
NO LIMITS	50%	38%	25%	33%	50%	50%	44%	50%	60%	38%	39%
REASONABLE AMOUNT	-	-	-	-	13%	-	-	-	-	-	1%
NEGOTIABLE; VARIES	17%	-	25%	33%	-	-	-	-	-	-	8%
1 MONTH	-	-	-	-	-	-	-	-	-	-	1%
2 MONTHS	-	-	-	-	13%	-	11%	-	-	-	3%
3 MONTHS	33%	13%	25%	33%	13%	25%	22%	25%	20%	25%	19%
4-6 MONTHS	-	38%	-	-	13%	25%	11%	-	20%	31%	20%
7 MONTHS - 1 YEAR	-	13%	-	-	-	-	-	13%	-	-	3%
PAY FIXED PERCENT OF TOTAL EXPENSES	-	-	-	-	-	-	-	-	-	-	1%
PAY ONLY INTEREST	-	-	25%	-	-	-	11%	-	-	6%	4%
DOLLAR LIMITS	-	-	-	-	-	-	-	13%	-	-	1%
PAY FIXED PERCENT OF EQUITY IN HOME	-	-	-	-	-	-	-	-	-	-	-

Merrill Lynch Relocation Management Inc.

TABLE 10

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	91	27	32	23	9	4	189
NO ANSWER; DON'T KNOW	3		1	1	1		6
TOTAL ANSWERING	88 100%	27 100%	31 100%	22 100%	8 100%	4 100%	183 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES							
NO LIMITS	38%	33%	42%	59%	38%	25%	39%
REASONABLE AMOUNT	1%	-	3%	-	-	-	1%
NEGOTIABLE; VARIES	14%	7%	-	-	-	-	8%
1 MONTH	1%	-	-	5%	-	-	1%
2 MONTHS	5%	7%	-	-	-	-	3%
3 MONTHS	17%	19%	26%	14%	13%	25%	19%
4-6 MONTHS	16%	22%	19%	18%	25%	50%	20%
7 MONTHS - 1 YEAR	2%	-	3%	5%	13%	-	3%
PAY FIXED PERCENT OF TOTAL EXPENSES	-	7%	-	-	-	-	1%
PAY ONLY INTEREST	5%	4%	6%	-	13%	-	4%
DOLLAR LIMITS	2%	-	-	-	-	-	1%
PAY FIXED PERCENT OF EQUITY IN HOME	-	-	-	-	-	-	-

TABLE 11

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	10	12	3	1	12	17	5	4	3	9	130
NO ANSWER; DON'T KNOW		2	1		1				1		8
TOTAL ANSWERING	10 100%	10 100%	2 100%	1 100%	11 100%	17 100%	5 100%	4 100%	2 100%	9 100%	122 100%
LIMITS ON MORTGAGE DISCOUNT POINTS											
NO LIMITS	70%	100%	50%	-	64%	76%	80%	75%	100%	56%	72%
REASONABLE											
NEGOTIABLE; VARIES	-	-	-	-	9%	-	20%	-	-	11%	3%
1-2 POINT	-	-	-	-	-	6%	-	-	-	22%	5%
3-5 POINTS	10%	-	-	-	9%	6%	-	-	-	-	5%
6-9 POINTS	-	-	-	-	-	-	-	-	-	11%	2%
10 OR MORE POINTS	10%	-	-	-	-	-	-	-	-	-	2%
PAY HALF THE POINTS	-	-	-	100%	18%	6%	-	-	-	-	4%
VA/FHA LOANS ONLY	-	-	-	-	-	-	-	-	-	-	1%
FLAT DOLLAR LIMIT	10%	-	-	-	-	6%	-	-	-	-	3%
ALL OTHER LIMITS	-	-	50%	-	-	-	-	25%	-	-	2%

TABLE 11

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	INDUSTRY(CONTD)									
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	4	8	3	3	6	5	8	5	12	130
NO ANSWER; DON'T KNOW		2							1	8
TOTAL ANSWERING	4 100%	6 100%	3 100%	3 100%	6 100%	5 100%	8 100%	5 100%	11 100%	122 100%
LIMITS ON MORTGAGE DISCOUNT POINTS										
NO LIMITS	75%	50%	67%	67%	67%	80%	100%	80%	55%	72%
REASONABLE										
NEGOTIABLE; VARIES	-	-	-	-	-	-	-	-	9%	3%
1-2 POINT	-	-	-	-	-	-	-	20%	18%	5%
3-5 POINTS	25%	17%	-	-	33%	-	-	-	-	5%
6-9 POINTS	-	-	-	33%	-	-	-	-	-	2%
10 OR MORE POINTS	-	17%	-	-	-	-	-	-	-	2%
PAY HALF THE POINTS	-	17%	-	-	-	-	-	-	-	4%
VA/FHA LOANS ONLY	-	-	-	-	-	-	-	-	9%	1%
FLAT DOLLAR LIMIT	-	-	33%	-	-	-	-	-	9%	3%
ALL OTHER LIMITS	-	-	-	-	-	20%	-	-	-	2%

Merrill Lynch Relocation Management Inc.

TABLE 11

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE ARRANGES FOR THE SALE OF THE HOME INDEPENDENTLY OR THROUGH A BROKER

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	60	21	27	15	4	2	130
NO ANSWER; DON'T KNOW	2	3	3				8
TOTAL ANSWERING	58 100%	18 100%	24 100%	15 100%	4 100%	2 100%	122 100%
LIMITS ON MORTGAGE DISCOUNT POINTS							
NO LIMITS	78%	72%	67%	73%	25%	50%	72%
REASONABLE							
NEGOTIABLE; VARIES	-	11%	8%	-	-	-	3%
1-2 POINT	5%	6%	-	-	50%	-	5%
3-5 POINTS	3%	6%	13%	7%	-	-	6%
6-9 POINTS	2%	-	-	-	25%	-	2%
10 OR MORE POINTS	-	-	-	7%	-	50%	2%
PAY HALF THE POINTS	3%	6%	-	13%	-	-	4%
VA/FHA LOANS	-	-	4%	-	-	-	1%
FLAT DOLLAR LIMIT	3%	-	8%	-	-	-	3%
ALL OTHER LIMITS	5%	-	-	-	-	-	2%

TABLE 12

HOMESALE EXPENSES REIMBURSED IF AN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF FORMER HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	19 100%	25 100%	15 100%	5 100%	38 100%	42 100%	8 100%	11 100%	25 100%	14 100%	314 100%
REIMBURSED EXPENSES											
DUPLICATE HOUSE CARRYING EXPENSES	58%	32%	47%	40%	42%	55%	63%	45%	44%	43%	46%
MORTGAGE DISCOUNT POINTS (SELLER)	68%	40%	60%	40%	47%	43%	38%	55%	56%	36%	48%
BROKERAGE COMMISSION	95%	72%	87%	80%	87%	88%	75%	91%	92%	79%	85%
MORTGAGE PREPAYMENT PENALTIES	84%	60%	87%	80%	66%	71%	63%	91%	76%	79%	73%
MAINTENANCE, REPAIR OR REMODELING COSTS	16%	16%	33%	-	24%	17%	13%	18%	20%	21%	19%
LOSS ON SALE BELOW FAIR MARKET VALUE	16%	12%	27%	40%	16%	17%	38%	18%	20%	7%	21%
LOSS ON SALE BELOW INVESTMENT COST	5%	4%	7%	40%	11%	10%	13%	18%	12%	14%	12%
TAX GROSS UP ON HOME SALE EXPENSES	79%	68%	60%	60%	63%	50%	38%	64%	64%	64%	59%
OTHER NORMAL CLOSING COSTS	95%	76%	87%	100%	92%	79%	88%	91%	88%	71%	84%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	-	-	7%	-	-	-	-	-	-	7%	1%
APPRAISALS	-	-	-	-	-	-	-	9%	4%	-	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	-	-	7%	-	-	-	-	9%	-	7%	1%

TABLE 12

HOMESALE EXPENSES REIMBURSED IF AN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF FORMER HOME

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	6 100%	20 100%	9 100%	5 100%	18 100%	1 100%	8 100%	8 100%	11 100%	26 100%	314 100%
REIMBURSED EXPENSES											
DUPLICATE HOUSE CARRYING EXPENSES	17%	55%	33%	20%	61%	-	63%	38%	27%	46%	45%
MORTGAGE DISCOUNT POINTS (SELLER)	33%	40%	67%	20%	72%	-	13%	38%	64%	50%	48%
BROKERAGE COMMISSION	83%	75%	100%	100%	94%	100%	88%	63%	64%	85%	85%
MORTGAGE PREPAYMENT PENALTIES	50%	75%	100%	100%	83%	100%	75%	38%	64%	69%	73%
MAINTENANCE, REPAIR OR REMODELING COSTS	17%	20%	22%	20%	17%	-	25%	25%	9%	19%	19%
LOSS ON SALE BELOW FAIR MARKET VALUE	-	40%	33%	-	28%	-	50%	25%	9%	27%	21%
LOSS ON SALE BELOW INVESTMENT COST	-	30%	44%	20%	6%	-	13%	-	-	12%	12%
TAX GROSS UP ON HOME SALE EXPENSES	67%	55%	56%	60%	56%	100%	50%	38%	55%	58%	59%
OTHER NORMAL CLOSING COSTS	67%	75%	89%	100%	89%	100%	88%	75%	73%	81%	84%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	-	-	-	-	-	-	-	13%	-	-	1%
APPRAISALS	-	-	-	-	-	-	-	-	9%	-	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	-	-	-	-	-	-	-	-	-	4%	1%

Merrill Lynch Relocation Management Inc.

TABLE 12

HOMESALE EXPENSES REIMBURSED IF AN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF FORMER HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WITH HOME PURCHASE OR THIRD PARTY POLICY	99 100%	54 100%	56 100%	65 100%	21 100%	13 100%	314 100%
REIMBURSED EXPENSES							
DUPLICATE HOUSE CARRYING EXPENSES	41%	43%	45%	51%	62%	54%	46%
MORTGAGE DISCOUNT POINTS (SELLER)	47%	41%	50%	52%	62%	38%	48%
BROKERAGE COMMISSION	82%	78%	88%	89%	95%	85%	85%
MORTGAGE PREPAYMENT PENALTIES	64%	67%	79%	86%	81%	77%	73%
MAINTENANCE, REPAIR OR REMODELING COSTS	21%	19%	9%	22%	29%	31%	19%
LOSS ON SALE BELOW FAIR MARKET VALUE	28%	15%	18%	22%	19%	15%	21%
LOSS ON SALE BELOW INVESTMENT COST	9%	9%	11%	18%	10%	23%	12%
TAX GROSS UP ON HOME SALE EXPENSES	47%	59%	59%	66%	71%	85%	59%
OTHER NORMAL CLOSING COSTS	78%	78%	89%	88%	95%	92%	84%
PERCENT OF SALE PRICE TO COVER ALL EXPENSES	1%	-	-	2%	-	-	1%
APPRAISALS	-	-	2%	3%	-	-	1%
ALL OTHER MISCELLANEOUS SELLING EXPENSES	-	2%	2%	2%	-	-	1%

TABLE 13

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	11	8	7	2	16	23	5	5	11	6	144
NO ANSWER; DON'T KNOW		1	2	1				1	1		6
TOTAL ANSWERING	11 100%	7 100%	5 100%	1 100%	16 100%	23 100%	5 100%	4 100%	10 100%	6 100%	138 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES											
NO LIMITS	36%	43%	60%	-	31%	39%	40%	-	30%	33%	31%
REASONABLE AMOUNT	-	-	-	-	6%	-	20%	-	-	-	3%
NEGOTIABLE; VARIES	-	-	20%	-	-	-	-	-	-	-	4%
1 MONTH	18%	-	-	-	-	13%	-	-	10%	-	5%
2 MONTHS	-	-	-	-	6%	17%	-	-	20%	-	9%
3 MONTHS	36%	-	-	-	25%	17%	40%	75%	20%	33%	26%
4-6 MONTHS	-	14%	20%	-	13%	4%	-	25%	-	17%	12%
7 MONTHS - 1 YEAR	-	-	-	-	6%	-	-	-	10%	17%	4%
PAY FIXED PERCENT OF TOTAL EXPENSES	9%	14%	-	-	6%	-	-	-	10%	-	3%
PAY ONLY INTEREST	-	14%	-	-	-	4%	-	-	-	-	1%
DOLLAR LIMITS	-	14%	-	-	6%	4%	-	-	-	-	2%
PAY FIXED PERCENT OF EQUITY IN HOME	-	-	-	100%	-	-	-	-	-	-	1%

TABLE 13

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	1	11	3	1	11		5	3	3	12	144
NO ANSWER; DON'T KNOW											6
TOTAL ANSWERING	1 100%	11 100%	3 100%	1 100%	11 100%		5 100%	3 100%	3 100%	12 100%	138 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES											
NO LIMITS	-	36%	33%	100%	9%		20%	67%	33%	8%	31%
REASONABLE AMOUNT	-	-	-	-	-		20%	-	-	8%	3%
NEGOTIABLE; VARIES	-	9%	-	-	-		20%	-	33%	8%	4%
1 MONTH	100%	-	-	-	-		-	-	-	-	5%
2 MONTHS	-	9%	67%	-	-		-	-	-	8%	8%
3 MONTHS	-	36%	-	-	64%		-	33%	-	25%	26%
4-6 MONTHS	-	9%	-	-	18%		40%	-	33%	25%	12%
7 MONTHS - 1 YEAR	-	-	-	-	9%		-	-	-	8%	4%
PAY FIXED PERCENT OF TOTAL EXPENSES	-	-	-	-	-		-	-	-	-	3%
PAY ONLY INTEREST	-	-	-	-	-		-	-	-	-	1%
DOLLAR LIMITS	-	-	-	-	-		-	-	-	-	2%
PAY FIXED PERCENT OF EQUITY IN HOME	-	-	-	-	-		-	-	-	8%	1%

Merrill Lynch Relocation Management Inc.

TABLE 13

WHETHER LIMITS ARE PLACED ON DUPLICATE HOUSE CARRYING EXPENSES WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	41	23	25	33	13	7	144
NO ANSWER; DON'T KNOW	2	1	1	1			6
TOTAL ANSWERING	39 100%	22 100%	24 100%	32 100%	13 100%	7 100%	138 100%
LIMITS ON DUPLICATE HOUSE CARRYING EXPENSES							
NO LIMITS	46%	32%	21%	13%	46%	43%	31%
REASONABLE AMOUNT	5%	-	4%	3%	-	-	3%
NEGOTIABLE; VARIES	5%	9%	-	-	8%	-	4%
1 MONTH	3%	5%	8%	9%	-	-	5%
2 MONTHS	3%	5%	4%	22%	8%	-	8%
3 MONTHS'	28%	27%	33%	22%	23%	14%	26%
4-6 MONTHS	5%	5%	17%	13%	15%	29%	12%
7 MONTHS - 1 YEAR	3%	5%	4%	6%	-	-	4%
PAY FIXED PERCENT OF TOTAL EXPENSES	-	5%	4%	3%	-	14%	3%
PAY ONLY INTEREST	3%	-	4%	-	-	-	1%
DOLLAR LIMITS	-	5%	-	6%	-	-	2%
PAY FIXED PERCENT OF EQUITY IN HOME	-	5%	-	3%	-	-	1%

TABLE 14

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	13	10	9	2	18	18	3	6	14	5	152
NO ANSWER; DON'T KNOW	1	1	4			2		4	1		15
TOTAL ANSWERING	12 100%	9 100%	5 100%	2 100%	18 100%	16 100%	3 100%	2 100%	13 100%	5 100%	137 100%
LIMITS ON MORTGAGE DISCOUNT POINTS											
NO LIMITS	75%	89%	60%	100%	67%	56%	100%	100%	46%	40%	65%
REASONABLE											
NEGOTIABLE; VARIES	-	-	20%	-	6%	6%	-	-	8%	-	5%
1-2 POINT	-	-	20%	-	6%	13%	-	-	-	20%	4%
3-5 POINTS	17%	-	-	-	11%	6%	-	-	8%	-	12%
6-9 POINTS	-	-	-	-	-	6%	-	-	8%	20%	3%
10 OR MORE POINTS	-	-	-	-	-	-	-	-	8%	-	1%
PAY HALF THE POINTS	-	11%	-	-	6%	-	-	-	-	-	2%
PAY 75% OF POINTS	-	-	-	-	-	-	-	-	8%	-	1%
VA/FHA LOANS ONLY	8%	-	-	-	6%	-	-	-	-	-	1%
FLAT DOLLAR LIMIT	-	-	-	-	-	-	-	-	-	20%	1%
ALL OTHER LIMITS	-	-	-	-	-	13%	-	-	15%	-	4%

TABLE 14

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	2	8	6	1	13		1	3	7	13	152
NO ANSWER; DON'T KNOW			1					1			15
TOTAL ANSWERING	2	8	5	1	13		1	2	7	13	137
	100%	100%	100%	100%	100%		100%	100%	100%	100%	100%
LIMITS ON MORTGAGE DISCOUNT POINTS											
NO LIMITS	100%	75%	100%	100%	54%		-	50%	57%	54%	65%
REASONABLE											
NEGOTIABLE; VARIES	-	25%	-	-	-		-	-	-	8%	5%
1-2 POINT	-	-	-	-	8%		-	-	-	-	4%
3-5 POINTS	-	-	-	-	38%		-	-	14%	31%	12%
6-9 POINTS	-	-	-	-	-		-	50%	-	-	3%
10 OR MORE POINTS	-	-	-	-	-		-	-	-	-	1%
PAY HALF THE POINTS	-	-	-	-	-		-	-	14%	-	2%
PAY 75% OF POINTS	-	-	-	-	-		-	-	-	-	1%
VA/FHA LOANS ONLY	-	-	-	-	-		-	-	-	-	1%
FLAT DOLLAR LIMIT	-	-	-	-	-		-	-	-	8%	1%
ALL OTHER LIMITS	-	-	-	-	-		100%	-	14%	-	4%

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TABLE 14

WHETHER LIMITS ARE PLACED ON MORTGAGE DISCOUNT POINTS (SELLER) WHEN EMPLOYEE CHOOSES NOT TO USE COMPANY PLAN FOR DISPOSING OF THE FORMER HOME

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	47	22	28	34	13	5	152
NO ANSWER; DON'T KNOW	3	2	4	3		2	15
TOTAL ANSWERING	44 100%	20 100%	24 100%	31 100%	13 100%	3 100%	137 100%
LIMITS ON MORTGAGE DISCOUNT POINTS							
NO LIMITS	73%	70%	71%	48%	62%	67%	65%
REASONABLE							
NEGOTIABLE; VARIES	7%	-	4%	6%	8%	-	5%
1-2 POINT	7%	-	-	3%	8%	33%	4%
3-5 POINTS	5%	-	21%	23%	15%	-	12%
6-9 POINTS	5%	-	-	6%	-	-	3%
10 OR MORE POINTS	-	5%	-	-	-	-	1%
PAY HALF THE POINTS	2%	-	-	6%	-	-	2%
PAY 75% OF POINTS	-	-	-	3%	-	-	1%
VA/FHA LOANS ONLY	-	-	-	3%	8%	-	1%
FLAT DOLLAR LIMIT	-	10%	-	-	-	-	1%
ALL OTHER LIMITS	2%	15%	4%	-	-	-	4%

TABLE 15

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	606 100%
PROBLEMS WITH DISPOSING OF FORMER LIVING QUARTERS											
HAVE HAD PROBLEMS IN 1979	44%	42%	48%	67%	58%	47%	80%	54%	42%	58%	52%
HAVE NOT HAD PROBLEMS IN 1979	56%	58%	52%	33%	42%	53%	20%	46%	58%	42%	48%

TABLE 15

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW					1						1
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	27 100%	5 100%	24 100%	18 100%	20 100%	52 100%	606 100%
PROBLEMS WITH DISPOSING OF FORMER LIVING QUARTERS											
HAVE HAD PROBLEMS IN 1979	59%	47%	57%	62%	59%	80%	54%	39%	45%	58%	52%
HAVE NOT HAD PROBLEMS IN 1979	41%	53%	43%	38%	41%	20%	46%	61%	55%	42%	48%

Merrill Lynch Relocation Management Inc.

TABLE 15

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW				1			1
TOTAL ANSWERING	252	97	99	94	31	20	606
	100%	100%	100%	100%	100%	100%	100%
PROBLEMS WITH DISPOSING OF FORMER LIVING QUARTERS							
HAVE HAD PROBLEMS IN 1979	47%	54%	60%	59%	52%	45%	52%
HAVE NOT HAD PROBLEMS IN 1979	53%	46%	40%	41%	48%	55%	48%

TABLE 16

PROBLEMS EXPERIENCED IN CONNECTION WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS IN 1979

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL EXPERIENCING PROBLEMS	15	22	12	4	43	40	16	13	14	18	317
NO ANSWER	1		2								6
TOTAL ANSWERING	14 100%	22 100%	10 100%	4 100%	43 100%	40 100%	16 100%	13 100%	14 100%	18 100%	311 100%
PROBLEMS											
LACK OF MORTGAGE MONEY; TIGHT MONEY	29%	18%	40%	-	14%	18%	25%	46%	36%	33%	25%
HIGH INTEREST RATES ON MORTGAGES	50%	45%	50%	50%	35%	35%	19%	15%	21%	39%	34%
HOMES JUST NOT SELLING; TAKES LONG TIME TO SELL	14%	41%	30%	25%	30%	45%	44%	46%	29%	33%	36%
DIFFICULT TO GET GOOD PRICE; PRICE ASKED FOR	14%	9%	-	-	23%	8%	25%	8%	-	-	13%
SELLING IN RURAL AREAS/SMALL TOWNS	-	-	-	-	5%	3%	-	-	-	-	1%
OTHER PROBLEMS	7%	9%	10%	25%	5%	10%	-	-	14%	11%	8%

TABLE 16

PROBLEMS EXPERIENCED IN CONNECTION WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS IN 1979

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL EXPERIENCING PROBLEMS	10	15	8	8	16	4	13	7	9	30	317
NO ANSWER	1	1	1								6
TOTAL ANSWERING	9 100%	14 100%	7 100%	8 100%	16 100%	4 100%	13 100%	7 100%	9 100%	30 100%	311 100%
PROBLEMS											
LACK OF MORTGAGE MONEY; TIGHT MONEY	22%	43%	-	63%	25%	25%	31%	14%	33%	17%	25%
HIGH INTEREST RATES ON MORTGAGES	44%	21%	43%	13%	56%	-	23%	43%	22%	33%	34%
HOMES JUST NOT SELLING; TAKES LONG TIME TO SELL	22%	21%	57%	50%	31%	50%	46%	57%	22%	37%	36%
DIFFICULT TO GET GOOD PRICE; PRICE ASKED FOR	-	21%	14%	-	13%	-	-	14%	22%	27%	13%
SELLING IN RURAL AREAS/SMALL TOWNS	-	-	-	-	-	-	-	-	-	-	1%
OTHER PROBLEMS	22%	7%	14%	13%	-	25%	15%	-	11%	-	9%

Merrill Lynch Relocation Management Inc.

TABLE 16

PROBLEMS EXPERIENCED IN CONNECTION WITH TRANSFERRED EMPLOYEES DISPOSING OF THEIR FORMER LIVING QUARTERS IN 1979

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL EXPERIENCING PROBLEMS	119	52	59	55	16	9	317
NO ANSWER	3	1		1			6
TOTAL ANSWERING	116 100%	51 100%	59 100%	54 100%	16 100%	9 100%	311 100%
PROBLEMS							
LACK OF MORTGAGE MONEY; TIGHT MONEY	21%	25%	25%	31%	31%	11%	25%
HIGH INTEREST RATES ON MORTGAGES	32%	22%	39%	39%	50%	44%	34%
HOMES JUST NOT SELLING; TAKES LONG TIME TO SELL	40%	27%	36%	39%	31%	33%	36%
DIFFICULT TO GET GOOD PRICE; PRICE ASKED FOR	10%	22%	15%	6%	6%	22%	13%
SELLING IN RURAL AREAS/SMALL TOWNS	2%	2%	-	-	-	-	1%
OTHER PROBLEMS	12%	6%	5%	7%	-	-	8%

TABLE 17

EXPENSES INCURRED IN CONNECTION WITH TRANSFERRED EMPLOYEES PURCHASING NEW HOMES WHICH ARE REIMBURSED BY EMPLOYER

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
REIMBURSED EXPENSES											
MORTGAGE DISCOUNT POINTS PAID BY SELLER	47%	42%	40%	17%	38%	35%	20%	25%	48%	52%	40%
ATTORNEY OR ESCROW OFFICER FEES	76%	56%	84%	100%	66%	61%	40%	46%	64%	68%	66%
MORTGAGE ORIGINATION FEES	71%	60%	84%	83%	62%	59%	40%	33%	67%	58%	62%
TITLE COSTS	79%	58%	84%	100%	73%	69%	50%	42%	67%	65%	69%
OTHER NORMAL CLOSING COSTS	76%	54%	84%	100%	74%	71%	45%	42%	70%	65%	70%
INTEREST ON INTERIM OR BRIDGE LOANS	56%	46%	44%	33%	45%	51%	45%	33%	36%	42%	45%
MORTGAGE RATE DIFFERENTIAL BETWEEN OLD AND NEW HOMES	50%	19%	44%	17%	20%	27%	10%	13%	39%	26%	27%
GIVEN FLAT AMOUNT TO COVER ALL EXPENSES	3%	2%	-	-	-	5%	-	-	-	3%	2%
OTHER EXPENSES	3%	-	4%	-	-	-	-	4%	3%	-	1%
NO EXPENSES REIMBURSED	12%	21%	8%	-	19%	15%	30%	42%	27%	19%	18%

TABLE 17

EXPENSES INCURRED IN CONNECTION WITH TRANSFERRED EMPLOYEES PURCHASING NEW HOMES WHICH ARE REIMBURSED BY EMPLOYER

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	607 100%
REIMBURSED EXPENSES											
MORTGAGE DISCOUNT POINTS PAID BY SELLER	29%	63%	64%	23%	46%	20%	13%	44%	55%	35%	40%
ATTORNEY OR ESCROW OFFICER FEES	47%	78%	86%	62%	82%	60%	50%	83%	60%	73%	66%
MORTGAGE ORIGINATION FEES	41%	78%	79%	46%	71%	40%	50%	67%	60%	69%	62%
TITLE COSTS	47%	88%	86%	62%	82%	60%	58%	72%	65%	77%	69%
OTHER NORMAL CLOSING COSTS	53%	88%	86%	62%	86%	40%	58%	78%	70%	77%	70%
INTEREST ON INTERIM OR BRIDGE LOANS	35%	59%	50%	38%	50%	40%	42%	44%	30%	46%	45%
MORTGAGE RATE DIFFERENTIAL BETWEEN OLD AND NEW HOMES	12%	47%	36%	23%	32%	40%	8%	17%	25%	29%	27%
GIVEN FLAT AMOUNT TO COVER ALL EXPENSES	6%	-	-	-	-	-	4%	-	10%	2%	2%
OTHER EXPENSES	-	-	-	-	-	-	-	6%	10%	-	1%
NO EXPENSES REIMBURSED	29%	3%	14%	23%	7%	20%	17%	11%	20%	15%	18%

Merrill Lynch Relocation Management Inc.

TABLE 17

EXPENSES INCURRED IN CONNECTION WITH TRANSFERRED EMPLOYEES PURCHASING NEW HOMES WHICH ARE REIMBURSED BY EMPLOYER

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252 100%	97 100%	99 100%	95 100%	31 100%	20 100%	607 100%
REIMBURSED EXPENSES							
MORTGAGE DISCOUNT POINTS PAID BY SELLER	27%	47%	45%	57%	45%	40%	40%
ATTORNEY OR ESCROW OFFICER FEES	58%	73%	70%	76%	68%	75%	66%
MORTGAGE ORIGINATION FEES	52%	67%	69%	74%	58%	75%	62%
TITLE COSTS	63%	75%	73%	77%	65%	75%	69%
OTHER NORMAL CLOSING COSTS	65%	76%	68%	77%	71%	75%	70%
INTEREST ON INTERIM OR BRIDGE LOANS	44%	38%	47%	51%	45%	60%	45%
MORTGAGE RATE DIFFERENTIAL BETWEEN OLD AND NEW HOMES	18%	22%	29%	41%	42%	75%	27%
GIVEN FLAT AMOUNT TO COVER ALL EXPENSES	1%	3%	1%	5%	-	-	2%
OTHER EXPENSES	-	1%	2%	2%	-	5%	1%
NO EXPENSES REIMBURSED	22%	16%	16%	11%	13%	10%	18%

TABLE 18

COMPANY'S POLICY FOR REIMBURSING THE EMPLOYEE FOR MORTGAGE RATE DIFFERENTIAL

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	17	10	11	1	15	23	2	3	13	8	164
NO ANSWER; DON'T KNOW					1	1					6
TOTAL ANSWERING	17 100%	10 100%	11 100%	1 100%	14 100%	22 100%	2 100%	3 100%	13 100%	8 100%	158 100%
MORTGAGE RATE DIFFERENTIAL POLICY											
REIMBURSE AMOUNT OF OLD MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	35%	80%	73%	-	57%	45%	50%	33%	77%	25%	54%
REIMBURSE AMOUNT OF NEW MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	41%	10%	18%	100%	21%	27%	-	67%	15%	38%	28%
USE A COMBINATION OF BOTH	-	10%	-	-	-	14%	-	-	-	13%	4%
PAY PERCENT OF SALARY	-	-	-	-	7%	5%	-	-	-	13%	3%
OTHER FORMULAS	24%	-	9%	-	14%	9%	50%	-	8%	13%	10%

TABLE 18

COMPANY'S POLICY FOR REIMBURSING THE EMPLOYEE FOR MORTGAGE RATE DIFFERENTIAL

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	2	15	5	3	9	2	2	3	5	15	164
NO ANSWER; DON'T KNOW		2							1	1	6
TOTAL ANSWERING	2 100%	13 100%	5 100%	3 100%	9 100%	2 100%	2 100%	3 100%	4 100%	14 100%	158 100%
MORTGAGE RATE DIFFERENTIAL POLICY											
REIMBURSE AMOUNT OF OLD MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	50%	54%	40%	67%	56%	100%	50%	67%	25%	64%	54%
REIMBURSE AMOUNT OF NEW MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	-	31%	60%	33%	44%	-	-	33%	50%	21%	28%
USE A COMBINATION OF BOTH	-	8%	-	-	-	-	-	-	-	7%	4%
PAY PERCENT OF SALARY	50%	-	-	-	-	-	-	-	-	-	3%
OTHER FORMULAS	-	8%	-	-	-	-	50%	-	25%	7%	10%

Merrill Lynch Relocation Management Inc.

TABLE 18

COMPANY'S POLICY FOR REIMBURSING THE EMPLOYEE FOR MORTGAGE RATE DIFFERENTIAL

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	45	21	29	39	13	15	164
NO ANSWER; DON'T KNOW	2	3	1				6
TOTAL ANSWERING	43 100%	18 100%	28 100%	39 100%	13 100%	15 100%	158 100%
MORTGAGE RATE DIFFERENTIAL POLICY							
REIMBURSE AMOUNT OF OLD MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	58%	56%	54%	51%	62%	53%	54%
REIMBURSE AMOUNT OF NEW MORTGAGE TIMES RATE OF DIFFERENTIAL BETWEEN OLD AND NEW MORTGAGES FOR ONE OR MORE YEARS	28%	22%	25%	31%	31%	27%	28%
USE A COMBINATION OF BOTH	2%	-	7%	5%	8%	7%	4%
PAY PERCENT OF SALARY	-	6%	7%	-	-	7%	3%
OTHER FORMULAS	12%	17%	7%	13%	-	7%	10%

TABLE 19

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF MORTGAGE RATE DIFFERENTIAL

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE	17	10	11	1	15	23	2	3	13	8	164
NO ANSWER; DON'T KNOW		1	2			1	1				8
TOTAL ANSWERING	17 100%	9 100%	9 100%	1 100%	15 100%	22 100%	1 100%	3 100%	13 100%	8 100%	156 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
ALSO REIMBURSE FOR ADDED TAX LIABILITY	24%	22%	44%	100%	27%	36%	-	33%	23%	50%	33%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	76%	78%	56%	-	73%	64%	100%	67%	77%	50%	67%

TABLE 19

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF MORTGAGE RATE DIFFERENTIAL

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE	2	15	5	3	9	2	2	3	5	15	164
NO ANSWER; DON'T KNOW		1	1							1	8
TOTAL ANSWERING	2 100%	14 100%	4 100%	3 100%	9 100%	2 100%	2 100%	3 100%	5 100%	14 100%	156 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
ALSO REIMBURSE FOR ADDED TAX LIABILITY	100%	29%	50%	-	33%	50%	50%	-	100%	21%	33%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	-	71%	50%	100%	67%	50%	50%	100%	-	79%	67%

Merrill Lynch Relocation Management Inc.

TABLE 19

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF MORTGAGE RATE DIFFERENTIAL

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE	45	21	29	39	13	15	164
NO ANSWER; DON'T KNOW	4	1		1	2		8
TOTAL ANSWERING	41 100%	20 100%	29 100%	38 100%	11 100%	15 100%	156 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY							
ALSO REIMBURSE FOR ADDED TAX LIABILITY	37%	55%	31%	37%	9%	13%	33%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	63%	45%	69%	63%	91%	87%	67%

TABLE 20

FIRMS WITH PLANS FOR IMPLEMENTING A MORTGAGE RATE DIFFERENTIAL PROGRAM

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO DO NOT REIMBURSE	17	42	14	5	59	62	18	21	20	23	443
NO ANSWER; DON'T KNOW						1					1
TOTAL ANSWERING	17 100%	42 100%	14 100%	5 100%	59 100%	61 100%	18 100%	21 100%	20 100%	23 100%	442 100%
PLANS FOR MORTGAGE RATE DIFFERENTIAL PROGRAM											
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	24%	24%	21%	-	27%	23%	44%	19%	40%	22%	27%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	71%	62%	50%	60%	53%	69%	39%	62%	40%	65%	57%
NOT SURE OF PLANS	-	14%	21%	-	17%	7%	17%	14%	20%	9%	12%
LOOKING INTO; CONSIDERING NOW	6%	-	7%	40%	3%	2%	-	5%	-	4%	4%

TABLE 20

FIRMS WITH PLANS FOR IMPLEMENTING A MORTGAGE RATE DIFFERENTIAL PROGRAM

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO DO NOT REIMBURSE	15	17	9	10	19	3	22	15	15	37	443
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	15 100%	17 100%	9 100%	10 100%	19 100%	3 100%	22 100%	15 100%	15 100%	37 100%	442 100%
PLANS FOR MORTGAGE RATE DIFFERENTIAL PROGRAM											
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	27%	53%	33%	40%	32%	-	23%	27%	33%	22%	27%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	60%	35%	33%	50%	58%	100%	64%	60%	47%	59%	57%
NOT SURE OF PLANS	13%	12%	33%	-	5%	-	14%	7%	7%	14%	12%
LOOKING INTO; CONSIDERING NOW	-	-	-	10%	5%	-	-	7%	13%	5%	4%

TABLE 20

FIRMS WITH PLANS FOR IMPLEMENTING A MORTGAGE RATE DIFFERENTIAL PROGRAM

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO DO NOT REIMBURSE	207	76	70	56	18	5	443
NO ANSWER; DON'T KNOW	1						1
TOTAL ANSWERING	206 100%	76 100%	70 100%	56 100%	18 100%	5 100%	442 100%
PLANS FOR MORTGAGE RATE DIFFERENTIAL PROGRAM							
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	19%	22%	37%	45%	56%	40%	27%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	69%	57%	40%	41%	33%	60%	57%
NOT SURE OF PLANS	8%	16%	21%	13%	11%	-	12%
LOOKING INTO; CONSIDERING NOW	4%	5%	1%	2%	-	-	4%

TABLE 21

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES GETTING MORTGAGES ON NEW HOMES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON*T KNOW			2			2					7
TOTAL ANSWERING	34 100%	52 100%	23 100%	6 100%	74 100%	83 100%	20 100%	24 100%	33 100%	31 100%	600 100%
PROBLEMS IN GETTING MORTGAGES											
HAVE HAD PROBLEMS IN 1979	35%	33%	39%	17%	27%	23%	50%	46%	36%	35%	33%
HAVE NOT HAD PROBLEMS IN 1979	65%	67%	61%	83%	73%	77%	50%	54%	64%	65%	67%

TABLE 21

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES GETTING MORTGAGES ON NEW HOMES

	INDUSTRY (CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW					1		1			1	7
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	27 100%	5 100%	23 100%	18 100%	20 100%	51 100%	600 100%
PROBLEMS IN GETTING MORTGAGES											
HAVE HAD PROBLEMS IN 1979	35%	31%	43%	46%	30%	40%	35%	28%	35%	35%	33%
HAVE NOT HAD PROBLEMS IN 1979	65%	69%	57%	54%	70%	60%	65%	72%	65%	65%	67%

Merrill Lynch Relocation Management Inc.

TABLE 21

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES GETTING MORTGAGES ON NEW HOMES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	2	2	2	1			7
TOTAL ANSWERING	250 100%	95 100%	97 100%	94 100%	31 100%	20 100%	600 100%
PROBLEMS IN GETTING MORTGAGES							
HAVE HAD PROBLEMS IN 1979	18%	35%	42%	50%	45%	60%	33%
HAVE NOT HAD PROBLEMS IN 1979	82%	65%	58%	50%	55%	40%	67%

TABLE 22

STEPS FIRMS HAVE TAKEN OR ARE CONSIDERING TO HELP EMPLOYEES GET MORTGAGE FINANCING

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW	1		1		1	3	1			1	15
TOTAL ANSWERING	33 100%	52 100%	24 100%	6 100%	73 100%	82 100%	19 100%	24 100%	33 100%	30 100%	592 100%
STEPS TAKEN TO HELP EMPLOYEES GET MORTGAGES											
NOTHING	61%	71%	50%	50%	58%	52%	58%	54%	79%	60%	60%
REFER TO BANKS	30%	17%	42%	33%	37%	23%	26%	33%	12%	27%	28%
COMPANY PROVIDES MORTGAGES	3%	9%	-	-	4%	22%	-	-	3%	13%	7%
USE THIRD PARTY FIRM TO HELP OBTAIN FINANCING	3%	2%	4%	-	-	-	5%	13%	3%	-	2%
USING THIRD PARTY FOR INTERIM FINANCING	3%	-	4%	-	-	1%	-	-	-	-	1%
CONSIDERING THIRD PARTY FIRM	-	-	-	17%	-	-	-	-	-	-	1%
LOOKING AT PROBLEM NOW	-	-	-	-	1%	1%	5%	-	-	-	1%
ALL OTHER STEPS	-	2%	-	-	-	1%	5%	4%	3%	-	1%

TABLE 22

STEPS FIRMS HAVE TAKEN OR ARE CONSIDERING TO HELP EMPLOYEES GET MORTGAGE FINANCING

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW					1				2	4	15
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	27 100%	5 100%	24 100%	18 100%	18 100%	48 100%	592 100%
STEPS TAKEN TO HELP EMPLOYEES GET MORTGAGES											
NOTHING	59%	47%	71%	54%	48%	80%	71%	72%	72%	65%	60%
REFER TO BANKS	29%	38%	21%	23%	44%	20%	25%	28%	22%	25%	28%
COMPANY PROVIDES MORTGAGES	-	6%	-	15%	7%	-	-	-	-	6%	7%
USE THIRD PARTY FIRM TO HELP OBTAIN FINANCING	-	3%	-	8%	-	-	-	-	6%	-	2%
USING THIRD PARTY FOR INTERIM FINANCING	-	3%	7%	-	-	-	-	-	-	2%	1%
CONSIDERING THIRD PARTY FIRM	6%	3%	-	-	-	-	4%	-	-	2%	1%
LOOKING AT PROBLEM NOW	-	-	-	-	-	-	-	-	-	-	1%
ALL OTHER STEPS	6%	-	-	-	-	-	-	-	-	-	1%

Merrill Lynch Relocation Management Inc.

TABLE 22

STEPS FIRMS HAVE TAKEN OR ARE CONSIDERING TO HELP EMPLOYEES GET MORTGAGE FINANCING

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	8	2	2	3			15
TOTAL ANSWERING	244 100%	95 100%	97 100%	92 100%	31 100%	20 100%	592 100%
STEPS TAKEN TO HELP EMPLOYEES GET MORTGAGES							
NOTHING	61%	55%	63%	60%	65%	55%	60%
REFER TO BANKS	30%	34%	24%	25%	23%	25%	28%
COMPANY PROVIDES MORTGAGES	6%	7%	7%	8%	10%	10%	7%
USE THIRD PARTY FIRM TO HELP OBTAIN FINANCING	-	2%	3%	3%	3%	5%	2%
USING THIRD PARTY FOR INTERIM FINANCING	*	-	2%	2%	-	5%	1%
CONSIDERING THIRD PARTY FIRM	1%	2%	-	1%	-	-	1%
LOOKING AT PROBLEM NOW	*	-	-	2%	-	-	1%
ALL OTHER STEPS	2%	-	1%	1%	-	-	1%

TABLE 23

FIRMS HAVING DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS INTO HIGH COST OF LIVING AREAS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW		3	2		3	2	2			2	26
TOTAL ANSWERING	34 100%	49 100%	23 100%	6 100%	71 100%	83 100%	18 100%	24 100%	33 100%	29 100%	581 100%
DIFFICULTIES											
HAVE HAD DIFFICULTIES	38%	41%	26%	17%	46%	43%	50%	50%	48%	59%	44%
HAVE NOT HAD DIFFICULTIES	62%	59%	74%	83%	54%	57%	50%	50%	52%	41%	56%

TABLE 23

FIRMS HAVING DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS INTO HIGH COST OF LIVING AREAS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1	2		1	1		1	2	1	3	26
TOTAL ANSWERING	16 100%	30 100%	14 100%	12 100%	27 100%	5 100%	23 100%	16 100%	19 100%	49 100%	581 100%
DIFFICULTIES											
HAVE HAD DIFFICULTIES	56%	40%	64%	42%	37%	20%	35%	31%	42%	55%	44%
HAVE NOT HAD DIFFICULTIES	44%	60%	36%	58%	63%	80%	65%	69%	58%	45%	56%

Merrill Lynch Relocation Management Inc.

TABLE 23

FIRMS HAVING DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS INTO HIGH COST OF LIVING AREAS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	9	5	6	4	1	1	26
TOTAL ANSWERING	243 100%	92 100%	93 100%	91 100%	30 100%	19 100%	581 100%
DIFFICULTIES							
HAVE HAD DIFFICULTIES	32%	43%	59%	58%	53%	53%	44%
HAVE NOT HAD DIFFICULTIES	68%	57%	41%	42%	47%	47%	56%

TABLE 24

FIRMS OFFERING A COST OF LIVING DIFFERENTIAL

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW					1	1					2
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	73 100%	84 100%	20 100%	24 100%	33 100%	31 100%	605 100%
COST OF LIVING DIFFERENTIAL											
DO OFFER	26%	12%	12%	33%	7%	14%	5%	13%	9%	16%	13%
DO NOT OFFER	74%	88%	88%	67%	93%	86%	95%	88%	91%	84%	87%

TABLE 24

FIRMS OFFERING A COST OF LIVING DIFFERENTIAL

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											2
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	605 100%
COST OF LIVING DIFFERENTIAL											
DO OFFER	12%	16%	7%	8%	7%	20%	21%	11%	10%	15%	13%
DO NOT OFFER	88%	84%	93%	92%	93%	80%	79%	89%	90%	85%	87%

Merrill Lynch Relocation Management Inc.

TABLE 24

FIRMS OFFERING A COST OF LIVING DIFFERENTIAL

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW		1	1				2
TOTAL ANSWERING	252 100%	96 100%	98 100%	95 100%	31 100%	20 100%	605 100%
COST OF LIVING DIFFERENTIAL							
DO OFFER	11%	13%	11%	14%	19%	25%	13%
DO NOT OFFER	89%	88%	89%	86%	81%	75%	87%

TABLE 25

TYPE OF COST OF LIVING DIFFERENTIAL PAYMENT MADE TO ENCOURAGE EMPLOYEES TO TRANSFER TO HIGH COST AREAS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO OFFER	9	6	3	2	5	12	1	3	3	5	78
NO ANSWER; DON'T KNOW								1		1	3
TOTAL ANSWERING	9 100%	6 100%	3 100%	2 100%	5 100%	12 100%	1 100%	2 100%	3 100%	4 100%	75 100%
TYPE OF PAYMENT											
SALARY SUPPLEMENT IN EACH PAY PERIOD	56%	33%	67%	50%	80%	67%	-	100%	67%	25%	60%
QUARTERLY/SEMI-ANNUAL/PAYMENT	-	17%	33%	-	-	25%	-	-	-	-	8%
ANNUAL PAYMENT	22%	17%	-	-	-	8%	-	-	-	-	9%
ONE LUMP SUM PAYMENT	22%	33%	-	50%	20%	-	100%	-	33%	75%	24%

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TABLE 25

TYPE OF COST OF LIVING DIFFERENTIAL PAYMENT MADE TO ENCOURAGE EMPLOYEES TO TRANSFER TO HIGH COST AREAS

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO OFFER	2	5	1	1	2	1	5	2	2	8	78
NO ANSWER; DON'T KNOW				1							3
TOTAL ANSWERING	2 100%	5 100%	1 100%		2 100%	1 100%	5 100%	2 100%	2 100%	8 100%	75 100%
TYPE OF PAYMENT											
SALARY SUPPLEMENT IN EACH PAY PERIOD	50%	60%	100%		50%	-	60%	100%	50%	75%	60%
QUARTERLY/SEMI-ANNUAL/PAYMENT	-	-	-		-	-	-	-	-	13%	8%
ANNUAL PAYMENT	-	-	-		-	-	20%	-	-	13%	8%
ONE LUMP SUM PAYMENT	50%	40%	-		50%	100%	20%	-	50%	-	24%

Merrill Lynch Relocation Management Inc.

TABLE 25

TYPE OF COST OF LIVING DIFFERENTIAL PAYMENT MADE TO ENCOURAGE EMPLOYEES TO TRANSFER TO HIGH COST AREAS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO OFFER	28	12	11	13	6	5	78
NO ANSWER; DON'T KNOW	2			1			3
TOTAL ANSWERING	26 100%	12 100%	11 100%	12 100%	6 100%	5 100%	75 100%
TYPE OF PAYMENT							
SALARY SUPPLEMENT IN EACH PAY PERIOD	62%	58%	64%	75%	17%	80%	60%
QUARTERLY/SEMI-ANNUAL/PAYMENT	8%	-	18%	8%	17%	-	8%
ANNUAL PAYMENT	8%	17%	9%	-	17%	-	8%
ONE LUMP SUM PAYMENT	23%	25%	9%	17%	50%	20%	24%

TABLE 26

LENGTH OF TIME SALARY SUPPLEMENT COST OF LIVING DIFFERENTIAL PAYMENTS ARE MADE

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO OFFER SALARY SUPPLEMENTS	7	4	3	1	4	12	2	2	1		57
NO ANSWER; DON'T KNOW	2	2	2			3	1	1	1		15
TOTAL ANSWERING	5	2	1	1	4	9	1	1			42
	100%	100%	100%	100%	100%	100%	100%	100%			100%
LENGTH OF TIME											
AS LONG AS THEY ARE THERE	60%	-	100%	100%	75%	100%	100%	100%			74%
ONE YEAR	-	50%	-	-	-	-	-	-			5%
TWO YEARS	-	-	-	-	-	-	-	-			5%
THREE YEARS	20%	50%	-	-	25%	-	-	-			12%
FOUR OR MORE YEARS											

TABLE 26

LENGTH OF TIME SALARY SUPPLEMENT COST OF LIVING DIFFERENTIAL PAYMENTS ARE MADE

	INDUSTRY(CONID)									
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO OFFER SALARY SUPPLEMENTS	1	3	1		1		4	2	1	8	57
NO ANSWER; DON'T KNOW								1		2	15
TOTAL ANSWERING	1 100%	3 100%	1 100%		1 100%		4 100%	1 100%	1 100%	6 100%	42 100%
LENGTH OF TIME											
AS LONG AS THEY ARE THERE	-	67%	-		-		75%	100%	100%	83%	74%
ONE YEAR	-	-	-		100%		-	-	-	-	5%
TWO YEARS	-	33%	-		-		25%	-	-	-	5%
THREE YEARS	100%	-	-		-		-	-	-	17%	12%
FOUR OR MORE YEARS											

Merrill Lynch Relocation Management Inc.

TABLE 26

LENGTH OF TIME SALARY SUPPLEMENT COST OF LIVING DIFFERENTIAL PAYMENTS ARE MADE

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO OFFER SALARY SUPPLEMENTS	20	9	10	10	3	4	57
NO ANSWER; DON'T KNOW	7	1	2	3	1	1	15
TOTAL ANSWERING	13 100%	8 100%	8 100%	7 100%	2 100%	3 100%	42 100%
LENGTH OF TIME							
AS LONG AS THEY ARE THERE	92%	75%	75%	86%	-	33%	74%
ONE YEAR	-	13%	-	-	50%	-	5%
TWO YEARS	8%	-	-	-	-	33%	5%
THREE YEARS	-	13%	13%	-	50%	33%	12%
FOUR OR MORE YEARS							

TABLE 27

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF COST OF LIVING DIFFERENTIAL

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO OFFER COST OF LIVING DIFFERENTIAL	9	6	3	2	5	12	1	3	3	5	78
NO ANSWER; DON'T KNOW						1		1			4
TOTAL ANSWERING	9 100%	6 100%	3 100%	2 100%	5 100%	11 100%	1 100%	2 100%	3 100%	5 100%	74 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
ALSO REIMBURSE FOR ADDED TAX LIABILITY	33%	33%	-	-	-	36%	-	-	33%	40%	28%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	67%	67%	100%	100%	100%	64%	100%	100%	67%	60%	72%

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TABLE 27

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF COST OF LIVING DIFFERENTIAL

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO OFFER COST OF LIVING DIFFERENTIAL	2	5	1	1	2	1	5	2	2	8	78
NO ANSWER; DON'T KNOW							1		1		4
TOTAL ANSWERING	2 100%	5 100%	1 100%	1 100%	2 100%	1 100%	4 100%	2 100%	1 100%	8 100%	74 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
ALSO REIMBURSE FOR ADDED TAX LIABILITY	50%	20%	-	-	100%	100%	-	-	100%	38%	28%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	50%	80%	100%	100%	-	-	100%	100%	-	63%	72%

Merrill Lynch Relocation Management Inc.

TABLE 27

COMPANY'S POLICY ON REIMBURSING FOR ADDED TAX LIABILITY RESULTING FROM PAYMENT OF COST OF LIVING DIFFERENTIAL

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO OFFER COST OF LIVING DIFFERENTIAL	28	12	11	13	6	5	78
NO ANSWER; DON'T KNOW	3			1			4
TOTAL ANSWERING	25 100%	12 100%	11 100%	12 100%	6 100%	5 100%	74 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY							
ALSO REIMBURSE FOR ADDED TAX LIABILITY	20%	17%	36%	33%	83%	-	28%
DO NOT REIMBURSE FOR ADDED TAX LIABILITY	80%	83%	64%	67%	17%	100%	72%

TABLE 28

FIRMS WITH PLANS FOR IMPLEMENTING A COST OF LIVING DIFFERENTIAL FOR TRANSFERRED EMPLOYEES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO DO NOT OFFER COST OF LIVING DIFFERENTIAL	25	46	22	4	68	72	19	21	30	26	527
NO ANSWER; DON'T KNOW		1	1		1	5	1	1			16
TOTAL ANSWERING	25 100%	45 100%	21 100%	4 100%	67 100%	67 100%	18 100%	20 100%	30 100%	26 100%	511 100%
PLANS FOR COST OF LIVING PROGRAM											
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	8%	4%	-	-	7%	12%	-	5%	3%	4%	6%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	84%	87%	86%	75%	87%	81%	94%	95%	93%	88%	87%
NOT SURE OF PLANS	8%	9%	14%	25%	6%	7%	6%	-	3%	8%	7%

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TABLE 28

FIRMS WITH PLANS FOR IMPLEMENTING A COST OF LIVING DIFFERENTIAL FOR TRANSFERRED EMPLOYEES

	INDUSTRY (CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO DO NOT OFFER COST OF LIVING DIFFERENTIAL	15	27	13	12	26	4	19	16	18	44	527
NO ANSWER; DON'T KNOW				1			1		1	3	16
TOTAL ANSWERING	15 100%	27 100%	13 100%	11 100%	26 100%	4 100%	18 100%	16 100%	17 100%	41 100%	511 100%
PLANS FOR COST OF LIVING PROGRAM											
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	13%	4%	8%	9%	12%	25%	6%	-	6%	2%	6%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	87%	89%	69%	82%	85%	75%	94%	94%	94%	85%	87%
NOT SURE OF PLANS	-	7%	23%	9%	4%	-	-	6%	-	12%	7%

Merrill Lynch Relocation Management Inc.

TABLE 28

FIRMS WITH PLANS FOR IMPLEMENTING A COST OF LIVING DIFFERENTIAL FOR TRANSFERRED EMPLOYEES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO DO NOT OFFER COST OF LIVING DIFFERENTIAL	224	84	87	82	25	15	527
NO ANSWER; DON'T KNOW	7	4	1	2	1	1	16
TOTAL ANSWERING	217 100%	80 100%	86 100%	80 100%	24 100%	14 100%	511 100%
PLANS FOR COST OF LIVING PROGRAM							
DO PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	6%	6%	7%	9%	4%	7%	6%
DO NOT PLAN TO IMPLEMENT IN THE FORESEEABLE FUTURE	89%	85%	81%	85%	92%	86%	87%
NOT SURE OF PLANS	6%	9%	12%	6%	4%	7%	7%

TABLE 29

FIRMS REPORTING DIFFICULTIES WITH EMPLOYEES WHO HAVE WORKING SPOUSES ACCEPTING TRANSFERS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW	1	4	1		2	5	1	1	1	1	27
TOTAL ANSWERING	33 100%	48 100%	24 100%	6 100%	72 100%	80 100%	19 100%	23 100%	32 100%	30 100%	580 100%
DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS											
HAVE HAD DIFFICULTIES	24%	23%	8%	17%	28%	23%	32%	26%	25%	33%	24%
HAVE NOT HAD DIFFICULTIES	76%	77%	92%	83%	72%	78%	68%	74%	75%	67%	76%

Merrill Lynch Relocation Management Inc.

TABLE 29

FIRMS REPORTING DIFFICULTIES WITH EMPLOYEES WHO HAVE WORKING SPOUSES ACCEPTING TRANSFERS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE.	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW		3			2		2		2	1	27
TOTAL ANSWERING	17 100%	29 100%	14 100%	13 100%	26 100%	5 100%	22 100%	18 100%	18 100%	51 100%	580 100%
DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS											
HAVE HAD DIFFICULTIES	41%	28%	43%	15%	15%	40%	9%	17%	22%	27%	24%
HAVE NOT HAD DIFFICULTIES	59%	72%	57%	85%	85%	60%	91%	83%	78%	73%	76%

Merrill Lynch Relocation Management Inc.

TABLE 29

FIRMS REPORTING DIFFICULTIES WITH EMPLOYEES WHO HAVE WORKING SPOUSES ACCEPTING TRANSFERS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	7	2	7	9	1	1	27
TOTAL ANSWERING	245 100%	95 100%	92 100%	86 100%	30 100%	19 100%	580 100%
DIFFICULTIES WITH EMPLOYEES ACCEPTING TRANSFERS							
HAVE HAD DIFFICULTIES	19%	21%	27%	34%	33%	42%	24%
HAVE NOT HAD DIFFICULTIES	81%	79%	73%	66%	67%	58%	76%

TABLE 30

FIRMS WHO OFFER JOB FINDING ASSISTANCE FOR WORKING SPOUSES OF EMPLOYEES WHO ARE TRANSFERRED

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	606 100%
JOB FINDING ASSISTANCE FOR WORKING SPOUSES											
DO OFFER ASSISTANCE	26%	8%	28%	67%	26%	31%	30%	8%	15%	35%	23%
DO NOT OFFER ASSISTANCE	74%	92%	72%	33%	74%	69%	70%	92%	85%	65%	77%

TABLE 30

FIRMS WHO OFFER JOB FINDING ASSISTANCE FOR WORKING SPOUSES OF EMPLOYEES WHO ARE TRANSFERRED

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1										1
TOTAL ANSWERING	16 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	606 100%
JOB FINDING ASSISTANCE FOR WORKING SPOUSES											
DO OFFER ASSISTANCE	19%	25%	14%	31%	32%	40%	21%	11%	30%	15%	23%
DO NOT OFFER ASSISTANCE	81%	75%	86%	69%	68%	60%	79%	89%	70%	85%	77%

Merrill Lynch Relocation Management Inc.

TABLE 30

FIRMS WHO OFFER JOB FINDING ASSISTANCE FOR WORKING SPOUSES OF EMPLOYEES WHO ARE TRANSFERRED

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	1						1
TOTAL ANSWERING	251 100%	97 100%	99 100%	95 100%	31 100%	20 100%	605 100%
JOB FINDING ASSISTANCE FOR WORKING SPOUSES							
DO OFFER ASSISTANCE	26%	23%	14%	28%	23%	30%	23%
DO NOT OFFER ASSISTANCE	74%	77%	86%	72%	77%	70%	77%

TABLE 31

TYPE OF JOB FINDING ASSISTANCE OFFERED TO WORKING SPOUSES OF TRANSFERRED EMPLOYEES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO ASSIST WORKING SPOUSES	9	4	7	4	19	26	6	2	5	11	142
NO ANSWER; DON'T KNOW						1					1
TOTAL ANSWERING	9 100%	4 100%	7 100%	4 100%	19 100%	25 100%	6 100%	2 100%	5 100%	11 100%	141 100%
COMPANY ASSISTANCE											
INFORMAL COUNSELING SESSIONS	78%	50%	100%	75%	42%	64%	33%	50%	40%	64%	63%
TRY TO FIND THEM JOB WITHIN COMPANY	56%	-	57%	75%	26%	44%	67%	50%	20%	64%	46%
TRY TO FIND THEM JOB WITH OTHER COMPANIES/SUPPLIERS	89%	75%	86%	100%	95%	96%	50%	100%	80%	91%	86%
REFER SPOUSE TO EMPLOYMENT AGENCY	89%	100%	57%	75%	74%	68%	50%	100%	80%	73%	70%
HELP PREPARE RESUMES	89%	75%	71%	50%	58%	60%	17%	50%	40%	55%	60%
PAY FEES TO EMPLOYMENT AGENCIES FOR FINDING JOB	22%	-	-	50%	5%	4%	17%	100%	40%	-	9%
REIMBURSE FOR EXTRA JOB FINDING TRIP TO SEEK EMPLOYMENT	11%	25%	-	75%	5%	8%	-	50%	20%	18%	20%
PAY FOR RESUME PREPARATION	22%	25%	29%	25%	5%	-	-	-	20%	27%	13%
NO FORMAL PLAN; INVESTIGATING NOW	-	25%	-	-	-	4%	17%	-	-	-	3%
OTHER TYPES OF ASSISTANCE	11%	-	-	-	-	-	-	-	-	-	1%

TABLE 31

TYPE OF JOB FINDING ASSISTANCE OFFERED TO WORKING SPOUSES OF TRANSFERRED EMPLOYEES

	INDUSTRY (CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO ASSIST WORKING SPOUSES	3	8	2	4	9	2	5	2	6	8	142
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	3 100%	8 100%	2 100%	4 100%	5 100%	2 100%	5 100%	2 100%	6 100%	8 100%	141 100%
COMPANY ASSISTANCE											
INFORMAL COUNSELING SESSIONS	100%	75%	50%	75%	78%	100%	60%	100%	67%	38%	63%
TRY TO FIND THEM JOB WITHIN COMPANY	67%	50%	50%	100%	33%	50%	60%	100%	17%	38%	46%
TRY TO FIND THEM JOB WITH OTHER COMPANIES/SUPPLIERS	100%	75%	100%	100%	78%	100%	80%	100%	67%	63%	86%
REFER SPOUSE TO EMPLOYMENT AGENCY	67%	75%	50%	75%	44%	50%	80%	100%	67%	63%	70%
HELP PREPARE RESUMES	67%	88%	50%	50%	67%	50%	40%	100%	67%	38%	60%
PAY FEES TO EMPLOYMENT AGENCIES FOR FINDING JOB	-	-	-	-	-	-	-	50%	-	-	9%
REIMBURSE FOR EXTRA JOB FINDING TRIP TO SEEK EMPLOYMENT	67%	25%	50%	-	33%	100%	20%	100%	17%	25%	20%
PAY FOR RESUME PREPARATION	33%	38%	-	-	22%	-	20%	50%	-	-	13%
NO FORMAL PLAN; INVESTIGATING NOW	-	-	-	-	11%	-	-	-	-	-	3%
OTHER TYPES OF ASSISTANCE	-	-	-	-	-	-	-	-	-	-	1%

Merrill Lynch Relocation Management Inc.

TABLE 31

TYPE OF JOB FINDING ASSISTANCE OFFERED TO WORKING SPOUSES OF TRANSFERRED EMPLOYEES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO ASSIST WORKING SPOUSES	65	22	14	27	7	6	142
NO ANSWER; DON'T KNOW	1						1
TOTAL ANSWERING	64 100%	22 100%	14 100%	27 100%	7 100%	6 100%	141 100%
COMPANY ASSISTANCE							
INFORMAL COUNSELING SESSIONS	64%	68%	64%	56%	29%	100%	63%
TRY TO FIND THEM JOB WITHIN COMPANY	41%	55%	29%	48%	100%	50%	45%
TRY TO FIND THEM JOB WITH OTHER COMPANIES/SUPPLIERS	91%	95%	93%	70%	71%	67%	86%
REFER SPOUSE TO EMPLOYMENT AGENCY	72%	77%	64%	67%	71%	50%	70%
HELP PREPARE RESUMES	66%	73%	50%	48%	29%	50%	60%
PAY FEES TO EMPLOYMENT AGENCIES FOR FINDING JOB	6%	14%	-	15%	14%	-	9%
REIMBURSE FOR EXTRA JOB FINDING TRIP TO SEEK EMPLOYMENT	17%	27%	21%	30%	-	-	20%
PAY FOR RESUME PREPARATION	14%	23%	7%	11%	-	17%	13%
NO FORMAL PLAN; INVESTIGATING NOW	3%	-	-	4%	-	17%	3%
OTHER TYPES OF ASSISTANCE	-	-	-	4%	-	-	1%

TABLE 32

EXPENSES REIMBURSED IF TRANSFERRED EMPLOYEE IS A RENTER

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW		1					1				2
TOTAL ANSWERING	34 100%	51 100%	25 100%	6 100%	74 100%	85 100%	19 100%	24 100%	33 100%	31 100%	605 100%
REIMBURSED EXPENSES											
LEASE TERMINATION PENALTIES	91%	88%	96%	100%	88%	88%	89%	75%	82%	90%	90%
FINDER'S FEES	41%	49%	52%	17%	45%	56%	32%	13%	30%	61%	46%
SECURITY DEPOSITS	44%	49%	44%	33%	42%	46%	37%	46%	45%	39%	42%
LEGAL FEES	47%	57%	60%	67%	50%	53%	37%	38%	39%	42%	51%
CASH RELOCATION ALLOWANCE	-	-	-	-	-	2%	-	-	-	-	1%
NO EXPENSES REIMBURSED	6%	10%	4%	-	9%	8%	11%	21%	18%	6%	8%
NO RENTERS TRANSFERRED	3%	-	-	-	-	-	-	4%	-	-	*

TABLE 32

EXPENSES REIMBURSED IF TRANSFERRED EMPLOYEE IS A RENTER

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											2
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	605 100%
REIMBURSED EXPENSES											
LEASE TERMINATION PENALTIES	94%	97%	100%	85%	100%	100%	88%	89%	90%	88%	90%
FINDER'S FEES	29%	66%	43%	54%	64%	20%	33%	50%	45%	42%	46%
SECURITY DEPOSITS	41%	50%	36%	15%	14%	60%	38%	33%	55%	46%	42%
LEGAL FEES	41%	72%	57%	62%	54%	40%	42%	50%	45%	52%	51%
CASH RELOCATION ALLOWANCE	6%	-	-	-	-	-	-	-	5%	-	1%
NO EXPENSES REIMBURSED	6%	-	-	8%	-	-	13%	6%	5%	8%	8%
NO RENTERS TRANSFERRED	-	-	-	-	-	-	-	-	-	-	*

Merrill Lynch Relocation Management Inc.

TABLE 32

EXPENSES REIMBURSED IF TRANSFERRED EMPLOYEE IS A RENTER

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	2						2
TOTAL ANSWERING	250 100%	97 100%	99 100%	95 100%	31 100%	20 100%	605 100%
REIMBURSED EXPENSES							
LEASE TERMINATION PENALTIES	84%	93%	91%	96%	97%	100%	90%
FINDER'S FEES	40%	48%	52%	58%	45%	45%	46%
SECURITY DEPOSITS	39%	42%	40%	47%	61%	35%	42%
LEGAL FEES	48%	51%	55%	56%	48%	55%	51%
CASH RELOCATION ALLOWANCE	1%	-	1%	-	-	-	1%
NO EXPENSES REIMBURSED	12%	6%	7%	3%	-	-	8%
NO RENTERS TRANSFERRED	*	-	1%	-	-	-	*

TABLE 33

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES FINDING RENTAL UNITS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW					2	2		1		1	10
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	72 100%	83 100%	20 100%	23 100%	33 100%	30 100%	597 100%
PROBLEMS IN FINDING RENTAL UNITS											
HAVE HAD PROBLEMS	18%	10%	8%	17%	8%	16%	10%	9%	15%	17%	13%
HAVE NOT HAD PROBLEMS	82%	90%	92%	83%	92%	84%	90%	91%	85%	83%	87%

TABLE 33

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES FINDING RENTAL UNITS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	1						1			2	10
TOTAL ANSWERING	16 100%	32 100%	14 100%	13 100%	28 100%	5 100%	23 100%	18 100%	20 100%	50 100%	597 100%
PROBLEMS IN FINDING RENTAL UNITS											
HAVE HAD PROBLEMS	25%	13%	21%	15%	14%	20%	4%	11%	5%	14%	13%
HAVE NOT HAD PROBLEMS	75%	88%	79%	85%	86%	80%	96%	89%	95%	86%	87%

Merrill Lynch Relocation Management Inc.

TABLE 33

FIRMS HAVING PROBLEMS WITH TRANSFERRED EMPLOYEES FINDING RENTAL UNITS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	2	2	2	1	2	1	10
TOTAL ANSWERING	250 100%	95 100%	97 100%	94 100%	29 100%	19 100%	597 100%
PROBLEMS IN FINDING RENTAL UNITS							
HAVE HAD PROBLEMS	8%	15%	10%	21%	21%	26%	13%
HAVE NOT HAD PROBLEMS	92%	85%	90%	79%	79%	74%	87%

TABLE 34

TYPE OF ASSISTANCE PROVIDED TO RENTERS TO HELP THEM FIND RENTAL UNITS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WITH PROBLEMS FINDING RENTAL UNITS	6	5	2	1	6	13	2	2	5	5	76
NO ANSWER; DON'T KNOW					2	1			1		5
TOTAL ANSWERING	6 100%	5 100%	2 100%	1 100%	4 100%	12 100%	2 100%	2 100%	4 100%	5 100%	71 100%
COMPANY ASSISTANCE											
NOTHING	33%	40%	50%	-	25%	25%	-	100%	75%	20%	42%
WORK WITH BROKERS	17%	20%	-	-	25%	25%	-	-	-	20%	15%
ASSISTANCE FROM EMPLOYEES AT NEW LOCATION	-	-	-	-	25%	17%	50%	-	25%	-	10%
USE THIRD PARTY FIRM	50%	40%	50%	-	25%	33%	50%	-	-	60%	24%
ALL OTHER ASSISTANCE	-	-	-	100%	-	-	-	-	-	-	8%

Merrill Lynch Relocation Management Inc.

TABLE 34

TYPE OF ASSISTANCE PROVIDED TO RENTERS TO HELP THEM FIND RENTAL UNITS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WITH PROBLEMS FINDING RENTAL UNITS	4	4	3	2	4	1	1	2	1	7	76
NO ANSWER; DON'T KNOW								1			5
TOTAL ANSWERING	4 100%	4 100%	3 100%	2 100%	4 100%	1 100%	1 100%	1 100%	1 100%	7 100%	71 100%
COMPANY ASSISTANCE											
NOTHING	50%	50%	67%	-	50%	-	100%	-	-	86%	42%
WORK WITH BROKERS	25%	-	-	50%	25%	-	-	-	-	14%	15%
ASSISTANCE FROM EMPLOYEES AT NEW LOCATION	-	25%	-	-	-	-	-	-	100%	-	10%
USE THIRD PARTY FIRM	25%	-	33%	-	-	-	-	-	-	-	24%
ALL OTHER ASSISTANCE	-	25%	-	50%	25%	100%	-	100%	-	-	8%

Merrill Lynch Relocation Management Inc.

TABLE 34

TYPE OF ASSISTANCE PROVIDED TO RENTERS TO HELP THEM FIND RENTAL UNITS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WITH PROBLEMS FINDING RENTAL UNITS	19	14	10	20	6	5	76
NO ANSWER; DON'T KNOW	2		1	1	1		5
TOTAL ANSWERING	17 100%	14 100%	9 100%	19 100%	5 100%	5 100%	71 100%
COMPANY ASSISTANCE							
NOTHING	53%	43%	44%	42%	40%	-	42%
WORK WITH BROKERS	6%	7%	-	32%	20%	20%	15%
ASSISTANCE FROM EMPLOYEES AT NEW LOCATION	18%	7%	-	11%	-	20%	10%
USE THIRD PARTY FIRM	6%	21%	56%	16%	40%	60%	24%
ALL OTHER ASSISTANCE	18%	21%	-	-	-	-	8%

TABLE 35

NUMBER OF HOUSEHUNTING TRIPS FOR WHICH FIRMS WILL REIMBURSE

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW						3			3		6
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	82 100%	20 100%	24 100%	30 100%	31 100%	601 100%
NUMBER OF HOUSEHUNTING TRIPS											
NONE	-	-	-	17%	-	-	-	4%	7%	3%	1%
ONE	56%	27%	24%	-	28%	41%	35%	29%	27%	48%	35%
TWO	26%	50%	44%	50%	49%	45%	45%	46%	33%	42%	44%
THREE	18%	12%	16%	-	16%	4%	5%	8%	13%	3%	9%
FOUR	-	-	-	-	-	1%	-	-	3%	-	1%
FIVE OR MORE	-	2%	4%	-	-	1%	-	4%	7%	-	2%
REASONABLE	-	6%	8%	33%	5%	7%	10%	8%	7%	3%	6%
NEGOTIATED; VARIES	-	4%	4%	-	1%	1%	5%	-	7%	-	2%
AVERAGE # OF TRIPS	1.62	1.98	2.05	1.50	1.87	1.61	1.65	1.82	1.96	1.47	1.77

TABLE 35

NUMBER OF HOUSEHUNTING TRIPS FOR WHICH FIRMS WILL REIMBURSE

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											6
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	601 100%
NUMBER OF HOUSEHUNTING TRIPS											
NONE	-	-	-	-	-	-	-	-	-	-	1%
ONE	71%	44%	36%	38%	36%	20%	33%	39%	35%	23%	35%
TWO	18%	44%	43%	31%	46%	60%	54%	39%	50%	56%	44%
THREE	6%	6%	14%	23%	11%	20%	-	6%	5%	6%	9%
FOUR	-	-	7%	-	-	-	4%	-	5%	-	1%
FIVE OR MORE	-	3%	7%	-	-	-	4%	-	5%	2%	2%
REASONABLE	6%	3%	-	8%	7%	-	4%	6%	5%	12%	6%
NEGOTIATED; VARIES	-	-	-	-	-	-	4%	11%	-	2%	2%
AVERAGE # OF TRIPS	1.31	1.77	1.93	1.83	1.73	2.00	1.73	1.60	1.79	1.91	1.77

Merrill Lynch Relocation Management Inc.

TABLE 35

NUMBER OF HOUSEHUNTING TRIPS FOR WHICH FIRMS WILL REIMBURSE

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	3	1	2				6
TOTAL ANSWERING	249 100%	96 100%	97 100%	95 100%	31 100%	20 100%	601 100%
NUMBER OF HOUSEHUNTING TRIPS							
NONE	1%	-	2%	-	3%	-	1%
ONE	28%	35%	31%	45%	55%	70%	35%
TWO	48%	45%	51%	38%	35%	15%	44%
THREE	12%	10%	5%	9%	-	5%	9%
FOUR	-	1%	2%	1%	-	5%	1%
FIVE OR MORE	2%	2%	2%	2%	-	5%	2%
REASONABLE	6%	6%	7%	5%	6%	5%	6%
NEGOTIATED; VARIES	3%	1%	2%	-	-	-	2%
AVERAGE # OF TRIPS	1.89	1.79	1.72	1.70	1.34	1.42	1.77

TABLE 36

LENGTH OF TIME FIRMS WILL REIMBURSE FOR TEMPORARY LIVING AT THE NEW LOCATION

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
DON'T REIMBURSE			1				1		2		6
TOTAL ANSWERING	34 100%	52 100%	24 100%	6 100%	74 100%	85 100%	19 100%	24 100%	31 100%	31 100%	601 100%
LENGTH OF TIME											
LESS THAN 15 DAYS	21%	10%	4%	-	3%	8%	5%	13%	6%	3%	9%
15 - 29 DAYS	-	2%	4%	-	1%	2%	-	4%	-	-	1%
30 - 44 DAYS	41%	23%	38%	50%	41%	40%	47%	46%	26%	55%	40%
45 - 59 DAYS	6%	6%	8%	-	1%	4%	-	8%	10%	3%	5%
60 - 74 DAYS	6%	13%	17%	-	20%	13%	11%	8%	23%	10%	13%
75 DAYS OR MORE	18%	33%	8%	-	26%	14%	11%	13%	23%	19%	18%
REASONABLE TIME	-	2%	-	17%	1%	5%	5%	-	-	6%	2%
NEGOTIATED; VARIES	6%	6%	13%	17%	5%	9%	11%	-	10%	3%	7%
UNLIMITED TIME	3%	6%	8%	17%	1%	5%	11%	8%	3%	-	5%
AVERAGE # OF DAYS	40	53	47	37	53	46	45	42	54	48	47

TABLE 36

LENGTH OF TIME FIRMS WILL REIMBURSE FOR TEMPORARY LIVING AT THE NEW LOCATION

	INDUSTRY (CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
DON'T REIMBURSE								1		1	6
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	17 100%	20 100%	51 100%	601 100%
LENGTH OF TIME											
LESS THAN 15 DAYS	6%	16%	-	15%	11%	20%	13%	12%	10%	10%	9%
15 - 29 DAYS	-	-	-	-	-	-	-	6%	-	4%	1%
30 - 44 DAYS	59%	41%	43%	38%	50%	20%	29%	24%	50%	41%	40%
45 - 59 DAYS	6%	3%	-	-	4%	-	13%	6%	5%	8%	5%
60 - 74 DAYS	18%	6%	21%	23%	11%	20%	-	18%	15%	14%	13%
75 DAYS OR MORE	12%	13%	29%	15%	14%	20%	17%	12%	15%	14%	18%
REASONABLE TIME	-	3%	-	-	-	-	-	6%	-	-	2%
NEGOTIATED: VARIES	-	9%	7%	-	11%	-	17%	12%	5%	6%	7%
UNLIMITED TIME	-	9%	-	8%	-	20%	13%	6%	-	4%	5%
AVERAGE # OF DAYS	46	40	56	46	44	47	43	45	45	45	47

Merrill Lynch Relocation Management Inc.

TABLE 36

LENGTH OF TIME FIRMS WILL REIMBURSE FOR TEMPORARY LIVING AT THE NEW LOCATION

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
DON'T REIMBURSE	4	1	1				6
TOTAL ANSWERING	248 100%	96 100%	98 100%	95 100%	31 100%	20 100%	601 100%
LENGTH OF TIME							
LESS THAN 15 DAYS	6%	10%	12%	7%	23%	10%	9%
15 - 29 DAYS	2%	3%	2%	-	-	-	1%
30 - 44 DAYS	38%	40%	41%	41%	45%	35%	40%
45 - 59 DAYS	5%	5%	2%	6%	6%	5%	5%
60 - 74 DAYS	10%	17%	17%	15%	10%	25%	13%
75 DAYS OR MORE	22%	15%	17%	15%	10%	20%	18%
REASONABLE TIME	2%	2%	1%	1%	3%	-	2%
NEGOTIATED; VARIES	10%	5%	4%	8%	3%	-	7%
UNLIMITED TIME	6%	3%	3%	6%	-	5%	5%
AVERAGE # OF DAYS	49	46	46	47	38	51	47

TABLE 37

FIRMS WHO PROVIDE REIMBURSEMENT FOR SHIPPING HOUSEHOLD GOODS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	607 100%
HOUSEHOLD GOODS											
REIMBURSE FOR SHIPPING	100%	100%	92%	100%	100%	100%	95%	100%	97%	100%	99%
DO NOT REIMBURSE FOR SHIPPING	-	-	8%	-	-	-	5%	-	3%	-	1%

Merrill Lynch Relocation Management Inc.

TABLE 37

FIRMS WHO PROVIDE REIMBURSEMENT FOR SHIPPING HOUSEHOLD GOODS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	607 100%
HOUSEHOLD GOODS											
REIMBURSE FOR SHIPPING	100%	97%	100%	92%	100%	100%	96%	100%	100%	98%	99%
DO NOT REIMBURSE FOR SHIPPING	-	3%	-	8%	-	-	4%	-	-	2%	1%

Merrill Lynch Relocation Management Inc.

TABLE 37

FIRMS WHO PROVIDE REIMBURSEMENT FOR SHIPPING HOUSEHOLD GOODS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW							
TOTAL ANSWERING	252 100%	97 100%	99 100%	95 100%	31 100%	20 100%	607 100%
HOUSEHOLD GOODS							
REIMBURSE FOR SHIPPING	99%	99%	97%	99%	100%	95%	99%
DO NOT REIMBURSE FOR SHIPPING	1%	1%	3%	1%	-	5%	1%

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Relocation Management Inc.

TABLE 38

FIRMS WHO USE A RELOCATION SERVICE FIRM FOR COORDINATING THE SHIPMENT OF HOUSEHOLD GOODS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	34	52	23	6	74	85	19	24	32	31	599
NO ANSWER; DON*T KNOW					2						3
TOTAL ANSWERING	34 100%	52 100%	23 100%	6 100%	72 100%	85 100%	19 100%	24 100%	32 100%	31 100%	596 100%
USE OF RELOCATION SERVICE FIRM											
DO USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	6%	-	-	33%	28%	25%	-	13%	13%	6%	14%
DO NOT USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	94%	100%	100%	67%	72%	75%	100%	88%	88%	94%	86%

Merrill Lynch Relocation Management Inc.

TABLE 38

FIRMS WHO USE A RELOCATION SERVICE FIRM FOR COORDINATING THE SHIPMENT OF HOUSEHOLD GOODS

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	17	31	14	12	28	5	23	18	20	51	599
NO ANSWER; DON'T KNOW										1	3
TOTAL ANSWERING	17 100%	31 100%	14 100%	12 100%	28 100%	5 100%	23 100%	18 100%	20 100%	50 100%	596 100%
USE OF RELOCATION SERVICE FIRM											
DO USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	24%	6%	14%	17%	4%	-	4%	17%	25%	16%	14%
DO NOT USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	76%	94%	86%	83%	96%	100%	96%	83%	75%	84%	86%

Merrill Lynch Relocation Management Inc.

TABLE 38

FIRMS WHO USE A RELOCATION SERVICE FIRM FOR COORDINATING THE SHIPMENT OF HOUSEHOLD GOODS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	250	96	96	94	31	19	599
NO ANSWER; DON'T KNOW	1			2			3
TOTAL ANSWERING	249 100%	96 100%	96 100%	92 100%	31 100%	19 100%	596 100%
USE OF RELOCATION SERVICE FIRM							
DO USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	15%	18%	14%	13%	6%	5%	14%
DO NOT USE FOR COORDINATING HOUSEHOLD GOODS SHIPMENTS	85%	82%	86%	87%	94%	95%	86%

TABLE 39

DEPARTMENT ARRANGING FOR SHIPMENT OF HOUSEHOLD GOODS

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO DON'T USE RELOCATION SERVICE FIRM	32	52	23	4	52	64	19	21	28	29	514
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	32 100%	52 100%	23 100%	4 100%	52 100%	64 100%	19 100%	21 100%	28 100%	29 100%	513 100%
DEPARTMENT											
PERSONNEL DEPT	22%	15%	17%	-	25%	52%	16%	33%	25%	17%	23%
TRAFFIC DEPT	44%	58%	57%	25%	48%	6%	63%	19%	36%	55%	48%
ANOTHER DEPT	31%	12%	17%	50%	19%	23%	5%	19%	14%	17%	16%
THE EMPLOYEE	3%	19%	9%	25%	12%	23%	21%	29%	25%	10%	15%
ALL OTHER	-	-	4%	-	2%	-	-	-	-	-	1%

Merrill Lynch Relocation Management Inc.

TABLE 39

DEPARTMENT ARRANGING FOR SHIPMENT OF HOUSEHOLD GOODS

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO DON'T USE RELOCATION SERVICE FIRM	13	29	12	10	27	5	22	15	15	42	514
NO ANSWER; DON'T KNOW					1						1
TOTAL ANSWERING	13 100%	29 100%	12 100%	10 100%	26 100%	5 100%	22 100%	15 100%	15 100%	42 100%	513 100%
DEPARTMENT											
PERSONNEL DEPT	15%	14%	17%	20%	27%	-	18%	20%	7%	17%	23%
TRAFFIC DEPT	62%	66%	83%	70%	65%	80%	55%	33%	60%	60%	48%
ANOTHER DEPT	15%	14%	-	20%	4%	20%	9%	20%	20%	12%	16%
THE EMPLOYEE	8%	7%	-	10%	4%	-	23%	20%	20%	14%	15%
ALL OTHER	-	3%	-	-	-	-	-	7%	-	2%	1%

Merrill Lynch Relocation Management Inc.

TABLE 39

DEPARTMENT ARRANGING FOR SHIPMENT OF HOUSEHOLD GOODS

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO DON'T USE RELOCATION SERVICE FIRM	212	79	83	80	29	18	514
NO ANSWER; DON'T KNOW						1	1
TOTAL ANSWERING	212 100%	79 100%	83 100%	80 100%	29 100%	17 100%	513 100%
DEPARTMENT							
PERSONNEL DEPT	28%	23%	22%	19%	17%	6%	23%
TRAFFIC DEPT	38%	46%	53%	59%	66%	71%	48%
ANOTHER DEPT	17%	20%	16%	14%	17%	24%	16%
THE EMPLOYEE	22%	10%	11%	9%	7%	-	15%
ALL OTHER	1%	1%	-	1%	-	-	1%

TABLE 40

OTHER MOVING EXPENSES REIMBURSED TO THE TRANSFERRED EMPLOYEE

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	34	52	23	6	74	85	19	24	32	31	599
NO ANSWER; DON'T KNOW					1						3
TOTAL ANSWERING	34 100%	52 100%	23 100%	6 100%	73 100%	85 100%	19 100%	24 100%	32 100%	31 100%	596 100%
OTHER MOVING EXPENSES											
ONE FAMILY CAR	91%	94%	96%	100%	96%	79%	95%	96%	72%	100%	90%
TWO FAMILY CARS	68%	58%	74%	83%	67%	55%	53%	79%	63%	68%	62%
THREE OR MORE CARS	6%	15%	9%	-	16%	11%	-	8%	19%	6%	12%
BOAT UNDER 20 FEET	32%	27%	52%	33%	41%	36%	26%	29%	38%	29%	36%
BOAT OVER 20 FEET	6%	12%	17%	33%	14%	14%	11%	13%	13%	10%	11%
BELONGINGS PICKED UP FROM SECOND HOME	38%	46%	30%	50%	36%	32%	11%	42%	31%	52%	38%
MAID SERVICE AT EITHER OLD OR NEW HOME	18%	13%	22%	-	16%	9%	5%	-	16%	10%	14%
INSURANCE ABOVE THE $1.25 PER POUND STANDARD RELEASE	38%	48%	39%	50%	48%	55%	32%	46%	38%	42%	48%

TABLE 40

OTHER MOVING EXPENSES REIMBURSED TO THE TRANSFERRED EMPLOYEE

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	17	31	14	12	28	5	23	18	20	51	599
NO ANSWER; DON'T KNOW					1					1	3
TOTAL ANSWERING	17 100%	31 100%	14 100%	12 100%	27 100%	5 100%	23 100%	18 100%	20 100%	50 100%	596 100%
OTHER MOVING EXPENSES											
ONE FAMILY CAR	88%	97%	86%	100%	93%	60%	96%	89%	100%	86%	90%
TWO FAMILY CARS	71%	61%	57%	92%	52%	60%	48%	78%	65%	50%	62%
THREE OR MORE CARS	6%	19%	-	33%	11%	-	9%	17%	25%	4%	12%
BOAT UNDER 20 FEET	18%	52%	43%	50%	37%	40%	39%	44%	40%	28%	36%
BOAT OVER 20 FEET	12%	10%	14%	17%	7%	-	-	11%	5%	8%	11%
BELONGINGS PICKED UP FROM SECOND HOME	59%	45%	36%	42%	33%	40%	43%	61%	35%	30%	38%
MAID SERVICE AT EITHER OLD OR NEW HOME	18%	13%	14%	25%	7%	-	26%	22%	15%	16%	14%
INSURANCE ABOVE THE $1.25 PER POUND STANDARD RELEASE	41%	55%	50%	33%	63%	60%	57%	56%	35%	54%	48%

Merrill Lynch Relocation Management Inc.

TABLE 40

OTHER MOVING EXPENSES REIMBURSED TO THE TRANSFERRED EMPLOYEE

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE FOR SHIPPING	250	96	96	94	31	19	599
NO ANSWER; DON'T KNOW				2		1	3
TOTAL ANSWERING	250 100%	96 100%	96 100%	92 100%	31 100%	18 100%	596 100%
OTHER MOVING EXPENSES							
ONE FAMILY CAR	90%	92%	89%	88%	97%	94%	90%
TWO FAMILY CARS	58%	63%	64%	64%	68%	72%	62%
THREE OR MORE CARS	10%	10%	9%	14%	23%	17%	12%
BOAT UNDER 20 FEET	34%	32%	33%	40%	48%	56%	36%
BOAT OVER 20 FEET	12%	7%	10%	13%	10%	17%	11%
BELONGINGS PICKED UP FROM SECOND HOME	39%	41%	39%	36%	26%	39%	38%
MAID SERVICE AT EITHER OLD OR NEW HOME	13%	16%	14%	18%	6%	6%	14%
INSURANCE ABOVE THE $1.25 PER POUND STANDARD RELEASE	46%	49%	56%	47%	42%	44%	48%

TABLE 41

TYPE OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NONE PROVIDED	1	9	2	2	16	13	7	4	7	1	99
TOTAL WHO PROVIDE	33 100%	43 100%	23 100%	4 100%	58 100%	72 100%	13 100%	20 100%	26 100%	30 100%	508 100%
TYPE OF ALLOWANCE											
ITEMIZED ALLOWANCE	15%	26%	30%	-	26%	19%	-	15%	12%	20%	19%
FLAT DOLLAR ALLOWANCE	12%	21%	26%	25%	17%	19%	54%	40%	4%	27%	23%
SAME FOR ALL EMPLOYEES	12%	21%	26%	25%	17%	19%	38%	30%	4%	27%	20%
RENTER GETS LESS THAN HOMEOWNER	-	-	-	-	-	-	15%	10%	-	-	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	-	-	-	-	-	-	-	-	-	*
ALLOWANCE BASED ON SALARY	73%	53%	43%	75%	53%	58%	46%	45%	81%	53%	56%
SAME FOR ALL EMPLOYEES	73%	47%	43%	75%	48%	53%	46%	45%	69%	53%	53%
RENTER GETS LESS THAN HOMEOWNER	-	7%	-	-	2%	4%	-	-	8%	-	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	-	-	-	2%	1%	-	-	-	-	*
SALARY WITH $ MAXIMUM	9%	-	4%	-	9%	3%	-	-	8%	7%	5%
SALARY WITH $ MINIMUM	6%	-	-	-	3%	1%	-	-	8%	-	2%
OTHER FLAT ALLOWANCES	3%	2%	-	-	3%	3%	-	5%	-	-	2%
TYPE OF ALLOWANCE UNKNOWN	-	-	-	-	3%	3%	-	-	4%	-	2%

Merrill Lynch Relocation Management Inc.

TABLE 41

TYPE OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NONE PROVIDED	1	2	1	3	3	1	4	6	5	11	99
TOTAL WHO PROVIDE	16 100%	30 100%	13 100%	10 100%	25 100%	4 100%	20 100%	12 100%	15 100%	41 100%	508 100%
TYPE OF ALLOWANCE											
ITEMIZED ALLOWANCE	6%	7%	31%	10%	16%	-	40%	25%	27%	12%	19%
FLAT DOLLAR ALLOWANCE	44%	33%	23%	20%	16%	-	20%	42%	20%	24%	23%
SAME FOR ALL EMPLOYEES	31%	23%	8%	20%	12%	-	20%	42%	20%	17%	20%
RENTER GETS LESS THAN HOMEOWNER	13%	7%	15%	-	4%	-	-	-	-	7%	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	3%	-	-	-	-	-	-	-	-	*
ALLOWANCE BASED ON SALARY	44%	57%	46%	70%	68%	100%	40%	33%	53%	56%	56%
SAME FOR ALL EMPLOYEES	38%	57%	46%	70%	64%	100%	35%	33%	47%	56%	53%
RENTER GETS LESS THAN HOMEOWNER	6%	-	-	-	4%	-	5%	-	7%	-	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	-	-	-	-	-	-	-	-	-	*
SALARY WITH $ MAXIMUM	-	10%	-	-	12%	-	-	-	13%	5%	5%
SALARY WITH $ MINIMUM	-	3%	8%	-	-	-	-	-	7%	-	2%
OTHER FLAT ALLOWANCES	-	-	-	-	4%	-	-	-	-	7%	2%
TYPE OF ALLOWANCE UNKNOWN	6%	3%	-	-	-	-	-	-	-	7%	2%

Merrill Lynch Relocation Management Inc.

TABLE 41

TYPE OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NONE PROVIDED	60	16	9	8	3		99
TOTAL WHO PROVIDE	192 100%	81 100%	90 100%	87 100%	28 100%	20 100%	508 100%
TYPE OF ALLOWANCE							
ITEMIZED ALLOWANCE	30%	17%	14%	6%	11%	5%	19%
FLAT DOLLAR ALLOWANCE	20%	31%	23%	18%	29%	35%	23%
SAME FOR ALL EMPLOYEES	20%	30%	17%	14%	21%	25%	20%
RENTER GETS LESS THAN HOMEOWNER	-	1%	7%	3%	7%	10%	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	-	-	1%	-	-	*
ALLOWANCE BASED ON SALARY	47%	51%	58%	76%	61%	60%	56%
SAME FOR ALL EMPLOYEES	46%	49%	54%	66%	57%	60%	53%
RENTER GETS LESS THAN HOMEOWNER	2%	1%	2%	8%	-	-	3%
NEW HIRE GETS LESS THAN CURRENT EMPLOYEE	-	-	1%	1%	-	-	*
SALARY WITH $ MAXIMUM	4%	4%	6%	9%	4%	5%	5%
SALARY WITH $ MINIMUM	2%	1%	-	5%	4%	-	2%
OTHER FLAT ALLOWANCES	1%	-	-	8%	7%	-	2%
TYPE OF ALLOWANCE UNKNOWN	3%	1%	4%	-	-	-	2%

TABLE 42

AMOUNT OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NONE PROVIDED	1	9	2	2	16	13	7	4	7	1	99
TOTAL WHO PROVIDE	33 100%	43 100%	23 100%	4 100%	58 100%	72 100%	13 100%	20 100%	26 100%	30 100%	508 100%
AMOUNT OF ALLOWANCE											
ITEMIZED ALLOWANCE	15%	26%	30%	-	26%	19%	-	15%	12%	20%	19%
FLAT DOLLAR ALLOWANCE OF:	12%	21%	26%	25%	17%	19%	54%	40%	4%	27%	23%
LESS THAN $250	-	2%	-	-	-	-	8%	-	-	7%	1%
$250 - $499	-	7%	-	-	-	3%	8%	10%	-	-	2%
$500 - $999	3%	5%	9%	-	5%	7%	15%	20%	4%	7%	7%
$1,000 - $1,499	3%	2%	17%	25%	7%	3%	15%	5%	-	7%	6%
$1,500 - $1,999	6%	-	-	-	2%	6%	8%	5%	-	3%	3%
$2,000 - $2,499	-	-	-	-	3%	-	-	-	-	3%	1%
$2,500 OR OVER	-	5%	-	-	-	1%	-	-	-	-	1%
SALARY ALLOWANCE OF:	73%	53%	43%	75%	53%	58%	46%	45%	81%	53%	56%
LESS THAN 2 WEEKS SALARY	-	2%	-	-	3%	1%	-	-	12%	7%	3%
2 WEEKS - LESS THAN 1 MONTH	52%	19%	17%	-	19%	24%	-	20%	27%	13%	20%
1 MONTHS SALARY	18%	28%	26%	75%	24%	24%	31%	20%	35%	33%	28%
MORE THAN 1 MONTHS SALARY	-	2%	-	-	5%	7%	15%	-	8%	-	3%
OTHER FLAT ALLOWANCES	3%	2%	-	-	2%	3%	-	5%	-	-	2%
TYPE OF ALLOWANCE UNKNOWN	-	-	-	-	3%	3%	-	-	4%	-	2%

Merrill Lynch Relocation Management Inc.

TABLE 42

AMOUNT OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	INDUSTRY(COMID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	507
NONE PROVIDED	1	2	1	3	3	1	4	6	5	11	99
TOTAL WHO PROVIDE	16 100%	30 100%	13 100%	10 100%	25 100%	4 100%	20 100%	12 100%	15 100%	41 100%	508 100%
AMOUNT OF ALLOWANCE											
ITEMIZED ALLOWANCE	6%	7%	31%	10%	16%	-	40%	25%	27%	12%	19%
FLAT DOLLAR ALLOWANCE OF:	44%	33%	23%	20%	16%	-	20%	42%	20%	24%	23%
LESS THAN $250	-	-	-	-	-	-	10%	8%	-	-	1%
$250 - $499	13%	-	8%	-	-	-	-	-	-	2%	2%
$500 - $999	13%	3%	8%	10%	12%	-	10%	8%	7%	7%	7%
$1,000 - $1,499	13%	17%	-	10%	4%	-	-	-	7%	12%	6%
$1,500 - $1,999	-	3%	8%	-	-	-	-	-	7%	2%	3%
$2,000 - $2,499	6%	3%	-	-	-	-	-	17%	-	-	1%
$2,500 OR OVER	-	7%	-	-	-	-	-	8%	-	-	1%
SALARY ALLOWANCE OF:	44%	57%	46%	70%	68%	100%	40%	33%	53%	56%	56%
LESS THAN 2 WEEKS SALARY	-	-	-	20%	-	-	-	-	13%	2%	3%
2 WEEKS - LESS THAN 1 MONTH	13%	13%	23%	-	28%	75%	15%	-	13%	17%	20%
1 MONTHS SALARY	31%	43%	23%	40%	36%	25%	25%	25%	20%	27%	28%
MORE THAN 1 MONTHS SALARY	-	-	-	10%	-	-	-	8%	7%	2%	3%
OTHER FLAT ALLOWANCES	-	-	-	-	4%	-	-	-	-	7%	2%
TYPE OF ALLOWANCE UNKNOWN	6%	3%	-	-	-	-	-	-	-	7%	2%

Merrill Lynch Relocation Management Inc.

TABLE 42

AMOUNT OF ADDITIONAL ALLOWANCE PROVIDED FOR INCIDENTAL EXPENSES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NONE PROVIDED	60	16	9	8	3		99
TOTAL WHO PROVIDE	192 100%	81 100%	90 100%	87 100%	28 100%	20 100%	508 100%
AMOUNT OF ALLOWANCE							
ITEMIZED ALLOWANCE	30%	17%	14%	6%	11%	5%	19%
FLAT DOLLAR ALLOWANCE OF:	20%	31%	23%	18%	29%	35%	23%
LESS THAN $250	2%	1%	1%	2%	-	-	1%
$250 - $499	2%	1%	1%	6%	-	5%	2%
$500 - $999	6%	11%	7%	3%	7%	25%	7%
$1,000 - $1,499	5%	12%	9%	3%	7%	-	6%
$1,500 - $1,999	2%	5%	1%	2%	7%	5%	3%
$2,000 - $2,499	1%	-	3%	1%	4%	-	1%
$2,500 OR OVER	2%	-	1%	-	4%	-	1%
SALARY ALLOWANCE OF:	47%	51%	58%	76%	61%	60%	56%
LESS THAN 2 WEEKS SALARY	2%	5%	1%	5%	4%	5%	3%
2 WEEKS - LESS THAN 1 MONTH	16%	20%	18%	31%	21%	25%	20%
1 MONTHS SALARY	28%	25%	32%	29%	25%	25%	28%
MORE THAN 1 MONTHS SALARY	2%	1%	7%	3%	4%	5%	3%
OTHER FLAT ALLOWANCES	1%	-	-	8%	7%	-	2%
TYPE OF ALLOWANCE UNKNOWN	3%	1%	4%	-	-	-	2%

TABLE 43

COMPANIES WHO REIMBURSE FOR THE ADDED TAX LIABILITY THAT RESULTS FROM PAYMENT OF NON-DEDUCTIBLE MOVING EXPENSES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW	1	1		1					1		5
TOTAL ANSWERING	33 100%	51 100%	25 100%	5 100%	74 100%	85 100%	20 100%	24 100%	32 100%	31 100%	602 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
DO REIMBURSE	67%	59%	64%	40%	58%	48%	25%	42%	56%	55%	59%
DO NOT REIMBURSE	33%	41%	36%	60%	42%	52%	75%	58%	44%	45%	41%

TABLE 43

COMPANIES WHO REIMBURSE FOR THE ADDED TAX LIABILITY THAT RESULTS FROM PAYMENT OF NON-DEDUCTIBLE MOVING EXPENSES

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER$ DON*T KNOW		1									5
TOTAL ANSWERING	17 100%	31 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	602 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY											
DO REIMBURSE	76%	77%	93%	54%	68%	60%	46%	67%	65%	65%	59%
DO NOT REIMBURSE	24%	23%	7%	46%	32%	40%	54%	33%	35%	35%	41%

Merrill Lynch Relocation Management Inc.

TABLE 43

COMPANIES WHO REIMBURSE FOR THE ADDED TAX LIABILITY THAT RESULTS FROM PAYMENT OF NON-DEDUCTIBLE MOVING EXPENSES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	3					1	5
TOTAL ANSWERING	249 100%	97 100%	99 100%	95 100%	31 100%	19 100%	602 100%
POLICY ON REIMBURSING FOR ADDED TAX LIABILITY							
DO REIMBURSE	48%	58%	66%	71%	74%	84%	59%
DO NOT REIMBURSE	52%	42%	34%	29%	26%	16%	41%

TABLE 44

HOW COMPANIES CALCULATE ADDITIONAL INCOME TAX LIABILITY THAT RESULTS FROM PAYING NON-DEDUCTIBLE MOVING EXPENSES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO REIMBURSE FOR ADDITIONAL TAX LIABILITY	22	30	16	2	43	41	5	10	18	17	353
NO ANSWER	1	1				1		1			5
TOTAL ANSWERING	21 100%	29 100%	16 100%	2 100%	43 100%	40 100%	5 100%	9 100%	18 100%	17 100%	348 100%
HOW CALCULATED											
REIMBURSE A FIXED PERCENT OF NON-DEDUCTIBLE EXPENSES	14%	21%	19%	50%	16%	18%	40%	-	11%	24%	19%
USE A SCHEDULE BASED ON SALARY RANGES	48%	28%	25%	50%	16%	20%	-	33%	39%	18%	28%
REIMBURSE ACTUAL ESTIMATED TAX FOR EACH EMPLOYEE	33%	38%	44%	-	63%	55%	60%	56%	39%	59%	47%
ALL OTHER METHODS	5%	-	-	-	-	5%	-	-	-	-	1%
DON'T KNOW	-	3%	13%	-	5%	3%	-	11%	11%	-	5%

Merrill Lynch Relocation Management Inc.

TABLE 44

HOW COMPANIES CALCULATE ADDITIONAL INCOME TAX LIABILITY THAT RESULTS FROM PAYING NON-DEDUCTIBLE MOVING EXPENSES

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO REIMBURSE FOR ADDITIONAL TAX LIABILITY	13	24	13	7	19	3	11	12	13	34	353
NO ANSWER	1										5
TOTAL ANSWERING	12 100%	24 100%	13 100%	7 100%	19 100%	3 100%	11 100%	12 100%	13 100%	34 100%	348 100%
HOW CALCULATED											
REIMBURSE A FIXED PERCENT OF NON-DEDUCTIBLE EXPENSES	17%	8%	46%	-	21%	33%	9%	17%	23%	32%	19%
USE A SCHEDULE BASED ON SALARY RANGES	42%	50%	15%	29%	37%	33%	45%	8%	23%	26%	29%
REIMBURSE ACTUAL ESTIMATED TAX FOR EACH EMPLOYEE	42%	42%	38%	71%	32%	33%	45%	67%	31%	32%	47%
ALL OTHER METHODS	-	-	-	-	-	-	-	-	-	-	1%
DON'T KNOW	-	-	-	-	11%	-	-	8%	23%	9%	5%

Merrill Lynch Relocation Management Inc.

TABLE 44

HOW COMPANIES CALCULATE ADDITIONAL INCOME TAX LIABILITY THAT RESULTS FROM PAYING NON-DEDUCTIBLE MOVING EXPENSES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO REIMBURSE FOR ADDITIONAL TAX LIABILITY	119	56	65	67	23	16	353
NO ANSWER	3	1	1				5
TOTAL ANSWERING	116 100%	55 100%	64 100%	67 100%	23 100%	16 100%	348 100%
HOW CALCULATED							
REIMBURSE A FIXED PERCENT OF NON-DEDUCTIBLE EXPENSES	16%	24%	27%	21%	4%	13%	19%
USE A SCHEDULE BASED ON SALARY RANGES	22%	24%	23%	37%	61%	31%	28%
REIMBURSE ACTUAL ESTIMATED TAX FOR EACH EMPLOYEE	53%	47%	44%	37%	30%	56%	47%
ALL OTHER METHODS	1%	2%	2%	-	-	-	1%
DON'T KNOW	8%	4%	5%	4%	4%	-	5%

TABLE 45

COMPANIES CURRENTLY USING OUTSIDE RELOCATION SERVICE FIRMS FOR ONE OR MORE SERVICES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	607 100%
USE OF RELOCATION SERVICE FIRMS											
COMPANY DOES USE	47%	35%	44%	83%	46%	48%	45%	42%	55%	55%	49%
COMPANY DOES NOT USE	53%	65%	56%	17%	54%	52%	55%	58%	45%	45%	52%
DON'T KNOW IF USED	-	-	-	-	-	-	-	-	-	-	*

TABLE 45

COMPANIES CURRENTLY USING OUTSIDE RELOCATION SERVICE FIRMS FOR ONE OR MORE SERVICES

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	52 100%	607 100%
USE OF RELOCATION SERVICE FIRMS											
COMPANY DOES USE	53%	63%	64%	31%	46%	20%	38%	44%	65%	50%	48%
COMPANY DOES NOT USE	47%	38%	36%	69%	50%	80%	63%	56%	35%	48%	52%
DON'T KNOW IF USED	-	-	-	-	4%	-	-	-	-	2%	*

Merrill Lynch Relocation Management Inc.

TABLE 45

COMPANIES CURRENTLY USING OUTSIDE RELOCATION SERVICE FIRMS FOR ONE OR MORE SERVICES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW							
TOTAL ANSWERING	252 100%	97 100%	99 100%	95 100%	31 100%	20 100%	607 100%
USE OF RELOCATION SERVICE FIRMS							
COMPANY DOES USE	33%	56%	55%	65%	58%	70%	48%
COMPANY DOES NOT USE	67%	44%	45%	35%	39%	30%	52%
DON'T KNOW IF USED	*	-	-	-	3%	-	*

TABLE 46

WHETHER NEW PROFESSIONAL HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											2
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	605 100%
REIMBURSEMENTS											
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	32%	40%	28%	50%	32%	38%	25%	29%	6%	35%	30%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	-	2%	4%	-	1%	-	5%	-	-	-	1%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	29%	17%	20%	33%	28%	29%	20%	46%	24%	19%	27%
SOME OR ALL OF HOME SALE EXPENSE	9%	6%	16%	-	11%	9%	5%	8%	9%	6%	8%
COST OF DISPOSING OF APARTMENT, IF RENTER	9%	8%	12%	-	9%	7%	5%	4%	9%	10%	7%
ONE OR MORE HOUSEHUNTING TRIPS	26%	37%	48%	17%	30%	32%	40%	21%	58%	39%	36%
SOME OR ALL OF THE CLOSING COSTS ON NEW HOME	-	8%	16%	-	8%	12%	-	4%	9%	10%	9%
SHIPMENT OF HOUSEHOLD GOODS	38%	40%	48%	17%	38%	32%	45%	25%	64%	45%	40%
TRANSPORTATION OF FAMILY TO NEW LOCATION	38%	40%	40%	17%	38%	32%	50%	21%	58%	45%	39%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	38%	35%	48%	17%	34%	29%	45%	21%	42%	42%	36%
MISCELLANEOUS MOVING ALLOWANCE	12%	2%	12%	17%	8%	8%	-	13%	15%	23%	11%
TAX GROSS UP ON MOVING EXPENSES	18%	19%	20%	-	15%	13%	15%	8%	21%	23%	17%

Merrill Lynch Relocation Management Inc.

TABLE 46

WHETHER NEW PROFESSIONAL HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW										2	2
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	50 100%	605 100%
REIMBURSEMENTS											
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	29%	25%	29%	23%	21%	40%	46%	39%	15%	24%	30%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	-	6%	-	-	-	-	-	6%	-	2%	1%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	24%	25%	29%	8%	46%	20%	17%	17%	20%	40%	27%
SOME OR ALL OF HOME SALE EXPENSE	6%	3%	14%	15%	14%	-	4%	-	15%	4%	8%
COST OF DISPOSING OF APARTMENT, IF RENTER	6%	9%	14%	8%	4%	20%	4%	-	5%	-	7%
ONE OR MORE HOUSEHUNTING TRIPS	35%	44%	36%	69%	29%	40%	33%	28%	55%	34%	36%
SOME OR ALL OF THE CLOSING COSTS ON NEW HOME	6%	6%	7%	15%	7%	-	4%	6%	15%	6%	8%
SHIPMENT OF HOUSEHOLD GOODS	47%	44%	43%	69%	32%	40%	38%	33%	65%	34%	40%
TRANSPORTATION OF FAMILY TO NEW LOCATION	47%	44%	43%	69%	32%	40%	33%	33%	65%	30%	39%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	41%	34%	36%	62%	32%	40%	33%	39%	60%	32%	36%
MISCELLANEOUS MOVING ALLOWANCE	29%	13%	7%	15%	4%	-	13%	11%	30%	8%	11%
TAX GROSS UP ON MOVING EXPENSES	12%	22%	43%	23%	7%	-	13%	17%	25%	18%	17%

Merrill Lynch Relocation Management Inc.

TABLE 46

WHETHER NEW PROFESSIONAL HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	1		1				2
TOTAL ANSWERING	251 100%	97 100%	98 100%	95 100%	31 100%	20 100%	605 100%
REIMBURSEMENTS							
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	38%	32%	21%	24%	19%	10%	30%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	1%	1%	-	2%	10%	-	1%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	22%	29%	30%	33%	35%	25%	27%
SOME OR ALL OF HOME SALE EXPENSE	9%	10%	11%	3%	3%	10%	8%
COST OF DISPOSING OF APARTMENT, IF RENTER	8%	7%	9%	5%	-	10%	7%
ONE OR MORE HOUSEHUNTING TRIPS	35%	34%	43%	36%	32%	40%	36%
SOME OR ALL OF THE CLOSING COSTS ON NEW HOME	8%	11%	9%	5%	-	-	8%
SHIPMENT OF HOUSEHOLD GOODS	39%	37%	49%	39%	35%	60%	40%
TRANSPORTATION OF FAMILY TO NEW LOCATION	36%	36%	48%	39%	35%	65%	39%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	35%	35%	42%	34%	32%	60%	36%
MISCELLANEOUS MOVING ALLOWANCE	10%	13%	11%	9%	10%	15%	11%
TAX GROSS UP ON MOVING EXPENSES	11%	16%	29%	21%	10%	30%	17%

Merrill Lynch Relocation Management Inc.

TABLE 47

WHETHER NEW COLLEGE GRADUATE HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW		1	1		1		1		3		9
TOTAL ANSWERING	34 100%	51 100%	24 100%	6 100%	73 100%	85 100%	19 100%	24 100%	30 100%	31 100%	598 100%
REIMBURSEMENTS											
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	15%	20%	25%	33%	22%	20%	16%	25%	3%	23%	17%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	3%	14%	8%	-	4%	13%	16%	13%	7%	3%	8%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	29%	20%	17%	17%	21%	21%	16%	29%	27%	19%	22%
DON'T HIRE OR TRANSFER COLLEGE GRADS	-	-	-	-	-	5%	5%	-	-	3%	2%
SOME OR ALL OF HOME SALE EXPENSE	3%	6%	8%	33%	5%	5%	-	8%	7%	10%	6%
COST OF DISPOSING OF APARTMENT, IF RENTER	3%	10%	17%	17%	10%	7%	-	8%	10%	16%	9%
ONE OR MORE HOUSEHUNTING TRIPS	35%	37%	46%	50%	40%	31%	37%	25%	57%	42%	42%
SOME OR ALL OF THE CLOSING COSTS ON A NEW HOME	-	6%	8%	17%	8%	1%	-	8%	7%	13%	6%
SHIPMENT OF HOUSEHOLD GOODS	44%	43%	50%	33%	49%	36%	37%	33%	60%	52%	47%
TRANSPORTATION OF FAMILY TO NEW LOCATION	47%	45%	42%	33%	52%	32%	37%	33%	57%	52%	47%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	41%	35%	46%	33%	47%	26%	32%	25%	43%	48%	42%
MISCELLANEOUS MOVING ALLOWANCE	15%	6%	4%	33%	12%	12%	-	17%	17%	16%	13%
TAX GROSS UP ON MOVING EXPENSES	21%	22%	13%	-	15%	12%	11%	13%	23%	23%	19%

Merrill Lynch Relocation Management Inc.

TABLE 47

WHETHER NEW COLLEGE GRADUATE HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW						1				1	9
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	4 100%	24 100%	18 100%	20 100%	51 100%	598 100%
REIMBURSEMENTS											
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	18%	6%	21%	15%	11%	25%	13%	22%	10%	14%	17%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	-	9%	7%	-	-	-	17%	17%	-	6%	9%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	24%	31%	21%	8%	25%	50%	13%	17%	20%	22%	22%
DON'T HIRE OR TRANSFER COLLEGE GRADS	12%	6%	-	-	-	-	-	6%	-	4%	2%
SOME OR ALL OF HOME SALE EXPENSE	6%	3%	7%	8%	11%	-	4%	6%	15%	6%	6%
COST OF DISPOSING OF APARTMENT, IF RENTER	12%	9%	14%	15%	11%	-	8%	6%	5%	2%	9%
ONE OR MORE HOUSEHUNTING TRIPS	29%	47%	43%	69%	57%	25%	58%	28%	55%	49%	42%
SOME OR ALL OF THE CLOSING COSTS ON A NEW HOME	12%	3%	7%	15%	7%	-	4%	6%	10%	8%	6%
SHIPMENT OF HOUSEHOLD GOODS	47%	47%	50%	77%	61%	25%	54%	28%	70%	49%	47%
TRANSPORTATION OF FAMILY TO NEW LOCATION	47%	47%	50%	77%	64%	25%	58%	39%	70%	51%	47%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	41%	38%	43%	62%	57%	25%	58%	39%	65%	47%	42%
MISCELLANEOUS MOVING ALLOWANCE	29%	19%	7%	23%	11%	-	21%	6%	20%	14%	13%
TAX GROSS UP ON MOVING EXPENSES	12%	25%	43%	31%	25%	-	21%	17%	25%	24%	19%

Merrill Lynch Relocation Management Inc.

TABLE 47

WHETHER NEW COLLEGE GRADUATE HIRES ARE ELIGIBLE FOR THE SAME REIMBURSEMENTS AS CURRENT EMPLOYEES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	2	2	1	2	1		9
TOTAL ANSWERING	250 100%	95 100%	98 100%	93 100%	30 100%	20 100%	598 100%
REIMBURSEMENTS							
YES, ELIGIBLE FOR ALL REIMBURSEMENTS	23%	17%	12%	10%	13%	-	17%
NO, ELIGIBLE FOR NO REIMBURSEMENTS	10%	7%	6%	5%	7%	-	8%
DEPENDS ON INDIVIDUAL; NEGOTIABLE	21%	20%	24%	26%	23%	5%	22%
DON'T HIRE OR TRANSFER COLLEGE GRADS	2%	3%	3%	1%	3%	-	2%
SOME OR ALL OF HOME SALE EXPENSE	6%	11%	8%	4%	3%	5%	6%
COST OF DISPOSING OF APARTMENT, IF RENTER	8%	11%	10%	11%	-	5%	9%
ONE OR MORE HOUSEHUNTING TRIPS	38%	44%	43%	48%	37%	60%	42%
SOME OR ALL OF THE CLOSING COSTS ON A NEW HOME	6%	9%	7%	6%	-	-	6%
SHIPMENT OF HOUSEHOLD GOODS	42%	48%	50%	52%	50%	90%	47%
TRANSPORTATION OF FAMILY TO NEW LOCATION	40%	49%	51%	55%	53%	85%	47%
TEMPORARY LIVING AT NEW LOCATION WITH OR WITHOUT FAMILY	36%	47%	42%	46%	43%	75%	42%
MISCELLANEOUS MOVING ALLOWANCE	12%	17%	11%	15%	13%	20%	13%
TAX GROSS UP ON MOVING EXPENSES	13%	17%	26%	30%	10%	40%	19%

Merrill Lynch Relocation Management Inc.

TABLE 48

COMPANIES TRANSFERRING EMPLOYEES EITHER DOMESTICALLY OR INTERNATIONALLY ON SHORT TERM ASSIGNMENT

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW											1
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	606 100%
TRANSFERS ON SHORT TERM ASSIGNMENT											
DO TRANSFER	56%	48%	32%	17%	62%	48%	35%	46%	48%	68%	53%
DO NOT TRANSFER	44%	52%	68%	83%	38%	52%	65%	54%	52%	32%	47%

Merrill Lynch Relocation Management Inc.

TABLE 48

COMPANIES TRANSFERRING EMPLOYEES EITHER DOMESTICALLY OR INTERNATIONALLY ON SHORT TERM ASSIGNMENT

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW										1	1
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	51 100%	606 100%
TRANSFERS ON SHORT TERM ASSIGNMENT											
DO TRANSFER	65%	72%	71%	38%	46%	80%	46%	44%	60%	53%	53%
DO NOT TRANSFER	35%	28%	29%	62%	54%	20%	54%	56%	40%	47%	47%

Merrill Lynch Relocation Management Inc.

TABLE 48

COMPANIES TRANSFERRING EMPLOYEES EITHER DOMESTICALLY OR INTERNATIONALLY ON SHORT TERM ASSIGNMENT

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	507
NO ANSWER; DON'T KNOW			1				1
TOTAL ANSWERING	252 100%	97 100%	98 100%	95 100%	31 100%	20 100%	606 100%
TRANSFERS ON SHORT TERM ASSIGNMENT							
DO TRANSFER	35%	56%	62%	66%	90%	75%	53%
DO NOT TRANSFER	65%	44%	38%	34%	10%	25%	47%

TABLE 49

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT WITHIN THE UNITED STATES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW	10	2	2		5	4	3	2	3	6	61
TOTAL ANSWERING	9 100%	23 100%	6 100%	1 100%	41 100%	37 100%	4 100%	9 100%	13 100%	15 100%	258 100%
NUMBER ON SHORT TERM ASSIGNMENT WITHIN U.S.											
NONE	56%	13%	-	-	39%	19%	50%	22%	15%	27%	30%
1 - 5	22%	52%	33%	-	29%	32%	-	33%	46%	27%	33%
6 - 9	-	13%	33%	100%	15%	8%	25%	11%	15%	-	11%
10 - 19	-	13%	17%	-	5%	11%	25%	-	15%	-	8%
20 - 49	-	9%	17%	-	10%	16%	-	22%	8%	13%	10%
50 - 99	-	-	-	-	-	11%	-	-	-	-	3%
100 - 249	11%	-	-	-	2%	3%	-	-	-	13%	3%
250 - 499	11%	-	-	-	-	-	-	-	-	13%	2%
500 OR MORE	-	-	-	-	-	-	-	11%	-	7%	1%
AVERAGE # WITHIN U.S.	40	6	9	6	7	17	5	230	6	135	28

TABLE 49

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT WITHIN THE UNITED STATES

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW	2	4	3	1	4	1		2	3	4	61
TOTAL ANSWERING	9 100%	19 100%	7 100%	4 100%	9 100%	3 100%	11 100%	6 100%	9 100%	23 100%	258 100%
NUMBER ON SHORT TERM ASSIGNMENT WITHIN U.S.											
NONE	44%	37%	-	50%	22%	33%	36%	67%	56%	30%	30%
1 - 5	22%	26%	57%	-	44%	-	36%	17%	44%	39%	33%
6 - 9	11%	5%	29%	-	11%	-	9%	-	-	13%	11%
10 - 19	-	11%	-	-	22%	33%	9%	-	-	4%	8%
20 - 49	11%	16%	-	-	-	33%	-	17%	-	4%	10%
50 - 99	-	5%	-	-	-	-	9%	-	-	4%	3%
100 - 249	11%	-	14%	25%	-	-	-	-	-	4%	3%
250 - 499	-	-	-	25%	-	-	-	-	-	-	2%
500 OR MORE	-	-	-	-	-	-	-	-	-	-	1%
AVERAGE # WITHIN U.S.	26	10	17	150	4	10	7	4	1	10	28

Merrill Lynch Relocation Management Inc.

TABLE 49

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT WITHIN THE UNITED STATES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW	5	6	10	16	12	6	61
TOTAL ANSWERING	83	48	51	47	16	9	258
	100%	100%	100%	100%	100%	100%	100%
NUMBER ON SHORT TERM ASSIGNMENT WITHIN U.S.							
NONE	34%	35%	31%	30%	6%	11%	30%
1 - 5	49%	40%	24%	19%	13%	11%	33%
6 - 9	8%	4%	16%	19%	6%	-	11%
10 - 19	-	6%	14%	13%	25%	-	8%
20 - 49	6%	10%	12%	13%	19%	-	10%
50 - 99	2%	2%	2%	2%	6%	11%	3%
100 - 249	-	-	2%	4%	19%	22%	3%
250 - 499	-	2%	-	-	-	33%	2%
500 OR MORE	-	-	-	-	6%	11%	1%
AVERAGE # WITHIN U.S.	5	13	10	13	93	378	28

TABLE 50

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT OUTSIDE THE UNITED STATES

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW	6	3	1		3	3	1	2	2	7	50
TOTAL ANSWERING	13 100%	22 100%	7 100%	1 100%	43 100%	38 100%	6 100%	9 100%	14 100%	14 100%	269 100%
NUMBER ON SHORT TERM ASSIGNMENT OUTSIDE U.S.											
NONE	15%	36%	71%	-	16%	18%	67%	44%	79%	7%	28%
1 - 5	38%	36%	14%	-	49%	47%	17%	22%	14%	21%	35%
6 - 9	-	9%	14%	-	9%	5%	-	-	-	-	7%
10 - 19	8%	9%	-	-	5%	8%	-	11%	-	14%	8%
20 - 49	23%	9%	-	-	5%	3%	17%	11%	-	14%	10%
50 - 99	-	-	-	-	9%	3%	-	11%	7%	14%	5%
100 - 249	-	-	-	100%	5%	13%	-	-	-	21%	5%
250 - 499	8%	-	-	-	2%	3%	-	-	-	-	1%
500 OR MORE	8%	-	-	-	-	-	-	-	-	7%	1%
AVERAGE # OUTSIDE U.S.	86	5	1	100	25	30	6	10	5	120	27

Merrill Lynch Relocation Management Inc.

TABLE 50

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT OUTSIDE THE UNITED STATES

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW	2	5	4	1	1			2	3	4	50
TOTAL ANSWERING	9	18	6	4	12	4	11	6	9	23	269
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
NUMBER ON SHORT TERM ASSIGNMENT OUTSIDE U.S.											
NONE	-	28%	33%	-	42%	25%	36%	33%	11%	30%	28%
1 - 5	44%	22%	33%	25%	25%	-	27%	33%	67%	35%	35%
6 - 9	11%	11%	-	-	8%	-	9%	17%	11%	9%	7%
10 - 19	-	28%	-	25%	8%	-	9%	17%	11%	4%	8%
20 - 49	33%	11%	17%	-	17%	50%	-	-	-	17%	10%
50 - 99	-	-	-	-	-	25%	18%	-	-	4%	5%
100 - 249	11%	-	17%	25%	-	-	-	-	-	-	5%
250 - 499	-	-	-	-	-	-	-	-	-	-	1%
500 OR MORE	-	-	-	25%	-	-	-	-	-	-	1%
AVERAGE # OUTSIDE U.S.	22	8	22	179	8	24	12	3	4	9	27

Merrill Lynch Relocation Management Inc.

TABLE 50

NUMBER OF EMPLOYEES NOW ON TEMPORARY ASSIGNMENT OUTSIDE THE UNITED STATES

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW	7	7	8	12	7	3	50
TOTAL ANSWERING	81 100%	47 100%	53 100%	51 100%	21 100%	12 100%	269 100%
NUMBER ON SHORT TERM ASSIGNMENT OUTSIDE U.S.							
NONE	38%	26%	30%	24%	14%	17%	28%
1 - 5	42%	36%	42%	27%	14%	17%	35%
6 - 9	6%	11%	6%	6%	5%	-	7%
10 - 19	9%	9%	9%	10%	5%	-	8%
20 - 49	2%	4%	8%	18%	29%	25%	10%
50 - 99	-	9%	2%	8%	14%	8%	5%
100 - 249	2%	6%	4%	6%	10%	8%	5%
250 - 499	-	-	-	2%	5%	8%	1%
500 OR MORE	-	-	-	-	5%	17%	1%
AVERAGE # OUTSIDE U.S.	7	18	11	23	96	157	27

TABLE 51

TYPICAL STAY OF EMPLOYEE ON TEMPORARY ASSIGNMENT (BOTH DOMESTIC AND INTERNATIONAL)

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW	1	1			3		1		1	1	14
TOTAL ANSWERING	18 100%	24 100%	8 100%	1 100%	43 100%	41 100%	6 100%	11 100%	15 100%	20 100%	305 100%
TYPICAL LENGTH OF STAY											
LESS THAN 6 MONTHS	11%	17%	25%	-	7%	2%	17%	18%	27%	-	9%
6 MONTHS - 1 YEAR	39%	38%	25%	-	26%	10%	17%	27%	13%	30%	24%
1 - 2 YEARS	33%	25%	25%	100%	28%	32%	50%	36%	40%	35%	34%
2 - 3 YEARS	17%	17%	13%	-	26%	34%	-	9%	7%	30%	23%
3 - 5 YEARS	-	4%	13%	-	14%	22%	17%	9%	13%	5%	9%
MORE THAN 5 YEARS	-	-	-	-	-	-	-	-	-	-	*
AVERAGE YEARS	1.24	1.27	1.39	1.50	1.76	2.18	1.51	1.35	1.41	1.68	1.64

TABLE 51

TYPICAL STAY OF EMPLOYEE ON TEMPORARY ASSIGNMENT (BOTH DOMESTIC AND INTERNATIONAL)

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW			1	1				1	1	2	14
TOTAL ANSWERING	11 100%	23 100%	9 100%	4 100%	13 100%	4 100%	11 100%	7 100%	11 100%	25 100%	305 100%
TYPICAL LENGTH OF STAY											
LESS THAN 6 MONTHS	18%	9%	11%	25%	-	25%	9%	-	9%	-	9%
6 MONTHS - 1 YEAR	18%	22%	11%	25%	46%	25%	18%	29%	27%	20%	24%
1 - 2 YEARS	9%	39%	67%	25%	31%	50%	36%	43%	36%	40%	34%
2 - 3 YEARS	55%	17%	11%	25%	23%	-	18%	29%	27%	32%	23%
3 - 5 YEARS	-	13%	-	-	-	-	9%	-	-	8%	9%
MORE THAN 5 YEARS	-	-	-	-	-	-	9%	-	-	-	*
AVERAGE YEARS	1.69	1.67	1.39	1.26	1.38	1.01	2.03	1.57	1.46	1.83	1.64

Merrill Lynch Relocation Management Inc.

TABLE 51

TYPICAL STAY OF EMPLOYEE ON TEMPORARY ASSIGNMENT (BOTH DOMESTIC AND INTERNATIONAL)

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW	2	2	3	2	1	2	14
TOTAL ANSWERING	86 100%	52 100%	58 100%	61 100%	27 100%	13 100%	305 100%
TYPICAL LENGTH OF STAY							
LESS THAN 6 MONTHS	9%	8%	10%	11%	11%	-	9%
6 MONTHS - 1 YEAR	20%	23%	26%	20%	33%	31%	24%
1 - 2 YEARS	27%	40%	34%	36%	41%	31%	34%
2 - 3 YEARS	26%	21%	22%	30%	7%	31%	23%
3 - 5 YEARS	17%	8%	7%	3%	7%	8%	9%
MORE THAN 5 YEARS	1%	-	-	-	-	-	*
AVERAGE YEARS	1.90	1.60	1.54	1.58	1.34	1.73	1.64

TABLE 52

COMPANIES WHO PROVIDE PROPERTY MANAGEMENT ASSISTANCE FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	19 100%	25 100%	8 100%	1 100%	46 100%	41 100%	7 100%	11 100%	16 100%	21 100%	319 100%
PROPERTY MANAGEMENT ASSISTANCE											
COMPANIES WITH DOMESTIC ONLY:	26%	32%	63%	-	24%	22%	57%	36%	69%	5%	28%
PROVIDE ASSISTANCE	16%	4%	13%	-	7%	7%	-	-	13%	-	7%
DON'T PROVIDE	11%	28%	50%	-	15%	15%	57%	36%	56%	5%	21%
COMPANIES WITH INT'L ONLY:	26%	12%	-	-	35%	17%	29%	18%	13%	19%	24%
PROVIDE ASSISTANCE	11%	4%	-	-	9%	5%	14%	9%	6%	5%	8%
DON'T PROVIDE	16%	8%	-	-	26%	12%	14%	9%	6%	14%	16%
COMPANIES WITH BOTH DOMESTIC AND INTERNATIONAL:	47%	56%	38%	100%	41%	61%	14%	45%	19%	76%	48%
ASSISTANCE AVAILABLE TO ALL ON SHORT TERM ASSIGNMENT	-	12%	-	-	7%	22%	-	-	-	19%	9%
AVAILABLE TO INT'L ONLY	32%	16%	25%	-	11%	12%	-	18%	6%	5%	14%
NO ASSISTANCE PROVIDED	16%	28%	13%	100%	24%	27%	-	27%	13%	52%	24%

TABLE 52

COMPANIES WHO PROVIDE PROPERTY MANAGEMENT ASSISTANCE FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW											
TOTAL ANSWERING	11 100%	23 100%	10 100%	5 100%	13 100%	4 100%	11 100%	8 100%	12 100%	27 100%	319 100%
PROPERTY MANAGEMENT ASSISTANCE											
COMPANIES WITH DOMESTIC ONLY:	9%	26%	40%	-	46%	25%	36%	25%	8%	26%	28%
PROVIDE ASSISTANCE	9%	13%	20%	-	23%	-	-	-	-	-	7%
DON'T PROVIDE	-	13%	20%	-	23%	25%	36%	25%	8%	26%	21%
COMPANIES WITH INT'L ONLY:	36%	30%	-	40%	15%	25%	36%	50%	42%	26%	24%
PROVIDE ASSISTANCE	27%	4%	-	40%	-	25%	9%	38%	8%	7%	8%
DON'T PROVIDE	9%	26%	-	-	15%	-	27%	13%	33%	19%	16%
COMPANIES WITH BOTH DOMESTIC AND INTERNATIONAL:	55%	43%	60%	60%	38%	50%	27%	25%	50%	48%	48%
ASSISTANCE AVAILABLE TO ALL ON SHORT TERM ASSIGNMENT	18%	-	-	20%	8%	-	9%	13%	8%	7%	9%
AVAILABLE TO INT'L ONLY	-	13%	40%	20%	8%	50%	18%	-	8%	19%	14%
NO ASSISTANCE PROVIDED	36%	30%	20%	20%	23%	-	-	-	33%	22%	24%

Merrill Lynch Relocation Management Inc.

TABLE 52

COMPANIES WHO PROVIDE PROPERTY MANAGEMENT ASSISTANCE FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW							
TOTAL ANSWERING	88 100%	54 100%	61 100%	63 100%	28 100%	15 100%	319 100%
PROPERTY MANAGEMENT ASSISTANCE							
COMPANIES WITH DOMESTIC ONLY:	35%	24%	30%	27%	18%	40%	28%
PROVIDE ASSISTANCE	5%	4%	7%	11%	7%	20%	7%
DON'T PROVIDE	31%	19%	23%	16%	11%	20%	21%
COMPANIES WITH INT'L ONLY:	32%	31%	26%	22%	4%	7%	24%
PROVIDE ASSISTANCE	7%	11%	7%	16%	-	7%	8%
DON'T PROVIDE	25%	20%	20%	6%	4%	-	16%
COMPANIES WITH BOTH DOMESTIC AND INTERNATIONAL:	33%	44%	44%	51%	79%	53%	48%
ASSISTANCE AVAILABLE TO ALL ON SHORT TERM ASSIGNMENT	8%	9%	11%	6%	14%	7%	9%
AVAILABLE TO INT'L ONLY	7%	6%	13%	17%	46%	20%	14%
NO ASSISTANCE PROVIDED	18%	30%	18%	27%	18%	27%	24%

TABLE 53

ADMINISTRATION OF PROPERTY MANAGEMENT PROGRAM FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO PROVIDE ASSISTANCE	11	9	3		15	19	1	3	4	6	122
NO ANSWER; DON'T KNOW					1						2
TOTAL ANSWERING	11 100%	9 100%	3 100%		14 100%	19 100%	1 100%	3 100%	4 100%	6 100%	120 100%
WHO ADMINISTERS PROGRAM											
USE RELOCATION SERVICE COMPANY	36%	22%	33%		64%	26%	100%	33%	25%	-	26%
USE A BANK	-	11%	-		7%	16%	-	-	-	-	5%
HAVE AN INTERNAL DEPARTMENT TO ADMINISTER	27%	33%	-		7%	37%	-	-	25%	17%	25%
COMPANY OR EMPLOYEE USES A LOCAL BROKERAGE FIRM	36%	44%	67%		29%	21%	-	67%	75%	83%	48%

TABLE 53

ADMINISTRATION OF PROPERTY MANAGEMENT PROGRAM FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO PROVIDE ASSISTANCE	6	7	6	4	5	3	4	4	3	9	122
NO ANSWER; DON'T KNOW								1			2
TOTAL ANSWERING	6 100%	7 100%	6 100%	4 100%	5 100%	3 100%	4 100%	3 100%	3 100%	9 100%	120 100%
WHO ADMINISTERS PROGRAM											
USE RELOCATION SERVICE COMPANY	33%	14%	17%	-	-	-	25%	-	33%	11%	26%
USE A BANK	-	-	-	-	-	-	25%	-	-	-	5%
HAVE AN INTERNAL DEPARTMENT TO ADMINISTER	50%	14%	17%	25%	80%	-	-	33%	33%	22%	25%
COMPANY OR EMPLOYEE USES A LOCAL BROKERAGE FIRM	17%	71%	67%	75%	20%	100%	50%	67%	67%	67%	48%

Merrill Lynch Relocation Management Inc.

TABLE 53

ADMINISTRATION OF PROPERTY MANAGEMENT PROGRAM FOR EMPLOYEES ON SHORT TERM ASSIGNMENT

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO PROVIDE ASSISTANCE	23	16	23	32	19	8	122
NO ANSWER; DON'T KNOW	1			1			2
TOTAL ANSWERING	22 100%	16 100%	23 100%	31 100%	19 100%	8 100%	120 100%
WHO ADMINISTERS PROGRAM							
USE RELOCATION SERVICE COMPANY	18%	31%	39%	26%	21%	13%	26%
USE A BANK	18%	-	4%	3%	-	-	5%
HAVE AN INTERNAL DEPARTMENT TO ADMINISTER	27%	25%	17%	23%	37%	25%	25%
COMPANY OR EMPLOYEE USES A LOCAL BROKERAGE FIRM	45%	56%	39%	48%	42%	63%	48%

TABLE 54

EXPENSES INCURRED IN CONNECTION WITH MAINTAINING DOMESTIC HOME WHICH ARE REIMBURSED TO EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW	1	2			3	2	2		1		21
TOTAL ANSWERING	18 100%	23 100%	8 100%	1 100%	43 100%	39 100%	5 100%	11 100%	15 100%	21 100%	298 100%
REIMBURSED EXPENSES											
PROPERTY MANAGEMENT FEES PAID TO RELOCATION FIRM, BANK OR REAL ESTATE AGENT	56%	57%	38%	-	42%	38%	-	18%	20%	24%	39%
DIFFERENCE BETWEEN RENTAL INCOME AND CARRYING COSTS	22%	30%	25%	-	28%	23%	20%	18%	33%	33%	29%
LEGAL FEES FOR EVICTING TENANTS OR OTHER LEGAL COSTS	6%	30%	38%	-	21%	33%	-	-	13%	19%	24%
REAL ESTATE BROKER FEES TO SECURE FIRST TENANT	39%	48%	25%	-	42%	46%	-	-	20%	38%	37%
FEES TO SECURE SECOND OR SUBSEQUENT TENANTS	17%	35%	25%	-	26%	33%	-	-	7%	38%	26%
APPRAISALS TO DETERMINE RENTAL VALUE	39%	26%	38%	-	44%	41%	-	18%	13%	29%	33%
CARRYING COSTS WHEN HOME IS NOT RENTED	22%	30%	25%	-	28%	41%	-	18%	13%	33%	31%
CLEANING AND PREPARATION OF HOUSE FOR OWNER'S RETURN	17%	30%	13%	-	23%	18%	-	18%	20%	29%	26%
NONE OF THE ABOVE	33%	35%	63%	100%	42%	36%	80%	64%	60%	38%	41%
GIVEN FLAT ALLOWANCE	-	-	-	-	-	3%	-	9%	-	5%	1%

TABLE 54

EXPENSES INCURRED IN CONNECTION WITH MAINTAINING DOMESTIC HOME WHICH ARE REIMBURSED TO EMPLOYEES ON SHORT TERM ASSIGNMENT

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS-METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO-MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW	1	1	2	1	1				1	3	21
TOTAL ANSWERING	10 100%	22 100%	8 100%	4 100%	12 100%	4 100%	11 100%	8 100%	11 100%	24 100%	298 100%
REIMBURSED EXPENSES											
PROPERTY MANAGEMENT FEES PAID TO RELOCATION FIRM, BANK OR REAL ESTATE AGENT	40%	32%	88%	25%	42%	50%	55%	50%	27%	29%	33%
DIFFERENCE BETWEEN RENTAL INCOME AND CARRYING COSTS	30%	36%	50%	25%	25%	50%	36%	38%	9%	33%	29%
LEGAL FEES FOR EVICTING TENANTS OR OTHER LEGAL COSTS	20%	18%	50%	50%	33%	-	36%	38%	-	38%	24%
REAL ESTATE BROKER FEES TO SECURE FIRST TENANT	40%	27%	88%	50%	33%	50%	36%	25%	18%	42%	37%
FEES TO SECURE SECOND OR SUBSEQUENT TENANTS	40%	23%	63%	50%	33%	-	36%	13%	9%	21%	26%
APPRAISALS TO DETERMINE RENTAL VALUE	50%	27%	75%	25%	42%	-	27%	38%	18%	29%	33%
CARRYING COSTS WHEN HOME IS NOT RENTED	30%	41%	63%	25%	33%	-	27%	50%	18%	38%	31%
CLEANING AND PREPARATION OF HOUSE FOR OWNER'S RETURN	40%	27%	50%	25%	33%	25%	36%	50%	18%	29%	25%
NONE OF THE ABOVE	30%	41%	-	25%	42%	25%	45%	38%	55%	38%	41%
GIVEN FLAT ALLOWANCE	-	-	-	25%	-	-	-	-	-	-	1%

Merrill Lynch Relocation Management Inc.

TABLE 54

EXPENSES INCURRED IN CONNECTION WITH MAINTAINING DOMESTIC HOME WHICH ARE REIMBURSED TO EMPLOYEES ON SHORT TERM ASSIGNMENT

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW	6	3	4	3	3	1	21
TOTAL ANSWERING	82 100%	51 100%	57 100%	60 100%	25 100%	14 100%	298 100%
REIMBURSED EXPENSES							
PROPERTY MANAGEMENT FEES PAID TO RELOCATION FIRM, BANK OR REAL ESTATE AGENT	35%	27%	40%	42%	60%	43%	39%
DIFFERENCE BETWEEN RENTAL INCOME AND CARRYING COSTS	23%	33%	23%	35%	40%	21%	29%
LEGAL FEES FOR EVICTING TENANTS OR OTHER LEGAL COSTS	23%	22%	23%	27%	28%	21%	24%
REAL ESTATE BROKER FEES TO SECURE FIRST TENANT	33%	35%	32%	47%	44%	43%	37%
FEES TO SECURE SECOND OR SUBSEQUENT TENANTS	22%	27%	21%	33%	28%	36%	26%
APPRAISALS TO DETERMINE RENTAL VALUE	34%	29%	33%	35%	44%	29%	33%
CARRYING COSTS WHEN HOME IS NOT RENTED	32%	37%	28%	32%	28%	29%	31%
CLEANING AND PREPARATION OF HOUSE FOR OWNER'S RETURN	28%	35%	23%	17%	32%	14%	26%
NONE OF THE ABOVE	45%	47%	39%	40%	20%	36%	41%
GIVEN FLAT ALLOWANCE	-	2%	4%	-	-	7%	1%

TABLE 55

COMPANIES WHO ARE CONSIDERING CHANGING OR RE-EVALUATING THEIR PROPERTY MANAGEMENT POLICY

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	19	25	8	1	46	41	7	11	16	21	319
NO ANSWER; DON'T KNOW										1	5
TOTAL ANSWERING	19 100%	25 100%	8 100%	1 100%	46 100%	41 100%	7 100%	11 100%	16 100%	20 100%	314 100%
CHANGING OR RE-EVALUATING POLICY											
ARE THINKING ABOUT CHANGING OR RE-EVALUATING PROPERTY MANAGEMENT POLICY	37%	12%	13%	-	20%	7%	-	27%	6%	20%	17%
ARE NOT THINKING ABOUT CHANGING OR RE-EVALUATING	53%	68%	75%	100%	74%	76%	100%	64%	88%	70%	74%
NOT SURE OF COMPANY PLANS	11%	20%	13%	-	7%	17%	-	9%	6%	10%	9%

TABLE 55

COMPANIES WHO ARE CONSIDERING CHANGING OR RE-EVALUATING THEIR PROPERTY MANAGEMENT POLICY

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	11	23	10	5	13	4	11	8	12	27	319
NO ANSWER; DON'T KNOW		1	1					1		1	5
TOTAL ANSWERING	11 100%	22 100%	9 100%	5 100%	13 100%	4 100%	11 100%	7 100%	12 100%	26 100%	314 100%
CHANGING OR RE-EVALUATING POLICY											
ARE THINKING ABOUT CHANGING OR RE-EVALUATING PROPERTY MANAGEMENT POLICY	9%	14%	22%	40%	-	-	18%	29%	25%	23%	17%
ARE NOT THINKING ABOUT CHANGING OR RE-EVALUATING	91%	82%	78%	60%	85%	75%	73%	71%	67%	73%	74%
NOT SURE OF COMPANY PLANS	-	5%	-	-	15%	25%	9%	-	8%	4%	9%

Merrill Lynch Relocation Management Inc.

TABLE 55

COMPANIES WHO ARE CONSIDERING CHANGING OR RE-EVALUATING THEIR PROPERTY MANAGEMENT POLICY

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO TRANSFER ON SHORT TERM ASSIGNMENT	88	54	61	63	28	15	319
NO ANSWER; DON'T KNOW	1	1	2	1			5
TOTAL ANSWERING	87 100%	53 100%	59 100%	62 100%	28 100%	15 100%	314 100%
CHANGING OR RE-EVALUATING POLICY							
ARE THINKING ABOUT CHANGING OR RE-EVALUATING PROPERTY MANAGEMENT POLICY	15%	17%	19%	13%	18%	33%	17%
ARE NOT THINKING ABOUT CHANGING OR RE-EVALUATING	76%	72%	71%	81%	71%	67%	74%
NOT SURE OF COMPANY PLANS	9%	11%	10%	6%	11%	-	9%

TABLE 56

PERCENT OF EMPLOYEES WHO REFUSED TRANSFER FOR ANY REASON IN 1979

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW	14	13	9	2	20	32	7	8	12	10	192
TOTAL ANSWERING	20	39	16	4	54	53	13	16	21	21	415
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
PERCENT WHO REFUSED TRANSFER											
NONE	30%	36%	50%	50%	31%	42%	31%	25%	43%	19%	33%
LESS THAN 5%	25%	10%	-	-	11%	11%	15%	25%	19%	19%	16%
5% - 9%	10%	21%	-	25%	20%	19%	31%	19%	5%	19%	18%
10% - 14%	20%	15%	25%	-	13%	4%	8%	6%	10%	5%	11%
15% - 24%	10%	10%	19%	-	13%	11%	8%	19%	5%	14%	11%
25% - 49%	5%	8%	6%	-	6%	6%	-	6%	19%	24%	8%
50% OR GREATER	-	-	-	25%	6%	8%	8%	-	-	-	3%
AVERAGE	7	8	9	17	11	11	11	8	9	13	9

Merrill Lynch Relocation Management Inc.

TABLE 56

PERCENT OF EMPLOYEES WHO REFUSED TRANSFER FOR ANY REASON IN 1979

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW	8	10	5	5	9	2	5	2	5	14	192
TOTAL ANSWERING	9	22	9	8	19	3	19	16	15	38	415
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%
PERCENT WHO REFUSED TRANSFER											
NONE	22%	45%	-	25%	32%	33%	42%	50%	33%	18%	33%
LESS THAN 5%	11%	27%	33%	25%	21%	67%	21%	-	33%	11%	16%
5% - 9%	44%	9%	22%	13%	21%	-	16%	19%	13%	21%	18%
10% - 14%	-	14%	22%	13%	11%	-	11%	-	20%	11%	11%
15% - 24%	-	-	22%	25%	11%	-	-	19%	-	21%	11%
25% - 49%	11%	-	-	-	5%	-	11%	13%	-	13%	8%
50% OR GREATER	11%	5%	-	-	-	-	-	-	-	5%	3%
AVERAGE	13	5	9	7	7	2	7	9	4	15	9

Merrill Lynch Relocation Management Inc.

TABLE 56

PERCENT OF EMPLOYEES WHO REFUSED TRANSFER FOR ANY REASON IN 1979

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	50	25	41	38	19	11	192
TOTAL ANSWERING	202 100%	72 100%	58 100%	57 100%	12 100%	9 100%	415 100%
PERCENT WHO REFUSED TRANSFER							
NONE	48%	24%	22%	14%	8%	11%	33%
LESS THAN 5%	5%	17%	26%	37%	42%	33%	16%
5% - 9%	7%	28%	24%	33%	25%	22%	19%
10% - 14%	11%	14%	12%	5%	-	11%	11%
15% - 24%	12%	11%	10%	7%	17%	22%	11%
25% - 49%	11%	7%	5%	2%	8%	-	8%
50% OR GREATER	5%	-	-	2%	-	-	3%
AVERAGE	11	9	7	7	8	7	9

TABLE 57

FIRMS HAVING MADE CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN THE LAST YEAR

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON*T KNOW										1	2
TOTAL ANSWERING	34 100%	52 100%	25 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	30 100%	605 100%
FIRMS MAKING CHANGES											
HAVE MADE CHANGES	59%	38%	40%	33%	36%	31%	10%	29%	45%	37%	34%
HAVE NOT MADE CHANGES	41%	62%	60%	67%	64%	69%	90%	71%	55%	63%	65%
DON*T KNOW	-	-	-	-	-	-	-	-	-	-	*

Merrill Lynch Relocation Management Inc.

TABLE 57

FIRMS HAVING MADE CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN THE LAST YEAR

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW										1	2
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	28 100%	5 100%	24 100%	18 100%	20 100%	51 100%	605 100%
FIRMS MAKING CHANGES											
HAVE MADE CHANGES	24%	28%	36%	46%	50%	-	25%	22%	25%	29%	34%
HAVE NOT MADE CHANGES	76%	72%	64%	54%	50%	100%	75%	78%	75%	69%	65%
DON'T KNOW	-	-	-	-	-	-	-	-	-	2%	*

Merrill Lynch Relocation Management Inc.

TABLE 57

FIRMS HAVING MADE CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN THE LAST YEAR

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW		1		1			2
TOTAL ANSWERING	252 100%	96 100%	99 100%	94 100%	31 100%	20 100%	605 100%
FIRMS MAKING CHANGES							
HAVE MADE CHANGES	25%	34%	44%	40%	39%	75%	34%
HAVE NOT MADE CHANGES	75%	65%	56%	60%	61%	25%	65%
DON'T KNOW	-	1%	-	-	-	-	*

Merrill Lynch Relocation Management Inc.

TABLE 58

CHANGES MADE TO POLICY IN THE LAST YEAR

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL WHO MADE CHANGES	20	20	10	2	27	26	2	7	15	11	208
NO ANSWER; DON'T KNOW		1	1								3
TOTAL ANSWERING	20 100%	19 100%	9 100%	2 100%	27 100%	26 100%	2 100%	7 100%	15 100%	11 100%	205 100%
CHANGES											
DEVELOPED OR LIBERALIZED IN-HOUSE PURCHASE PROGRAM	-	-	-	-	-	4%	-	14%	-	-	1%
DEVELOPED OR INCREASED GUARANTEE AGAINST LOSS PROGRAM	5%	-	-	-	-	4%	-	-	-	-	1%
HIRED A RELOCATION SERVICES FIRM	10%	11%	22%	-	33%	15%	-	43%	20%	18%	20%
DEVELOPED OR INCREASED OTHER HOME SALE REIMBURSEMENTS	20%	11%	-	-	19%	8%	-	29%	13%	9%	12%
DEVELOPED OR INCREASED DUPLICATE HOUSE CARRYING EXPENSES	5%	-	-	-	11%	8%	-	-	-	9%	4%
DEVELOPED OR INCREASED EQUITY LOANS	25%	5%	11%	-	7%	12%	-	-	7%	-	9%
DEVELOPED OR INCREASED MORTGAGE RATE DIFFERENTIAL	50%	32%	33%	50%	19%	35%	50%	43%	53%	45%	36%
DEVELOPED OR INCREASED COST OF LIVING DIFFERENTIAL	5%	16%	-	-	-	-	-	-	-	-	4%
DEVELOPED OR INCREASED CLOSING COSTS (NEW LOCATION)	10%	11%	-	50%	11%	8%	-	14%	13%	18%	10%
DEVELOPED OR INCREASED TEMPORARY LIVING ALLOWANCES	5%	-	10%	-	11%	-	-	-	-	18%	5%
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHUNTING TRIPS	-	-	-	-	-	-	-	-	-	-	-
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHOLD GOODS	-	5%	20%	-	7%	8%	-	14%	7%	9%	6%
DEVELOPED OR INCREASED MISCELLANEOUS EXPENSE ALLOWANCE	30%	25%	10%	-	11%	31%	100%	14%	13%	27%	20%

Merrill Lynch Relocation Management Inc.

TABLE 58

CHANGES MADE TO POLICY IN THE LAST YEAR

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
DEVELOPED OR LIBERALIZED REIMBURSEMENTS FOR TAX LIABILITY	5%	5%	-	-	11%	-	-	14%	-	9%	5%
MORE LIBERAL POLICY (UNSPECIFIED)	5%	10%	20%	-	7%	12%	50%	-	7%	-	9%
LIBERALIZED POLICY TO COVER MORE EMPLOYEES OR NEW HIRES	5%	10%	-	-	-	-	-	-	-	9%	2%
HAVE A MORE LIMITED POLICY	-	-	-	-	-	4%	-	-	7%	-	1%
OTHER CHANGES	5%	5%	10%	-	7%	4%	-	-	7%	-	6%

Merrill Lynch Relocation Management Inc.

TABLE 58

CHANGES MADE TO POLICY IN THE LAST YEAR

	INDUSTRY(CONTD)									
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL WHO MADE CHANGES	4	9	5	6	14		6	4	5	15	208
NO ANSWER; DON'T KNOW							1				3
TOTAL ANSWERING	4 100%	9 100%	5 100%	6 100%	14 100%		5 100%	4 100%	5 100%	15 100%	205 100%
CHANGES											
DEVELOPED OR LIBERALIZED IN-HOUSE PURCHASE PROGRAM	-	-	-	-	-		-	-	-	7%	1%
DEVELOPED OR INCREASED GUARANTEE AGAINST LOSS PROGRAM	-	-	-	-	-		-	-	-	-	1%
HIRED A RELOCATION SERVICES FIRM	-	22%	20%	17%	29%		40%	25%	40%	13%	20%
DEVELOPED OR INCREASED OTHER HOME SALE REIMBURSEMENTS	25%	-	-	17%	21%		-	-	20%	-	12%
DEVELOPED OR INCREASED DUPLICATE HOUSE CARRYING EXPENSES	-	-	-	-	7%		-	-	-	7%	4%
DEVELOPED OR INCREASED EQUITY LOANS	-	-	20%	33%	7%		-	25%	-	7%	9%
DEVELOPED OR INCREASED MORTGAGE RATE DIFFERENTIAL	-	56%	40%	33%	43%		20%	25%	20%	33%	36%
DEVELOPED OR INCREASED COST OF LIVING DIFFERENTIAL	-	11%	-	-	7%		20%	-	-	7%	4%
DEVELOPED OR INCREASED CLOSING COSTS (NEW LOCATION)	-	-	40%	-	14%		-	-	20%	7%	10%
DEVELOPED OR INCREASED TEMPORARY LIVING ALLOWANCES	-	-	20%	-	-		-	25%	-	7%	5%
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHUNTING TRIPS	-	-	-	-	-		-	-	-	-	-
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHOLD GOODS	-	11%	-	-	14%		-	-	-	-	6%
DEVELOPED OR INCREASED MISCELLANEOUS EXPENSE ALLOWANCE	25%	44%	20%	-	14%		-	25%	40%	-	20%

Merrill Lynch Relocation Management Inc.

TABLE 58

CHANGES MADE TO POLICY IN THE LAST YEAR

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
DEVELOPED OR LIBERALIZED REIMBURSEMENTS FOR TAX LIABILITY	-	-	-	-	21%		-	-	-	7%	5%
MORE LIBERAL POLICY (UNSPECIFIED)	50%	-	-	17%	7%		-	-	-	20%	9%
LIBERALIZED POLICY TO COVER MORE EMPLOYEES OR NEW HIRES	-	-	-	-	-		17%	-	-	-	2%
HAVE A MORE LIMITED POLICY	-	-	-	-	-		-	-	-	-	1%
OTHER CHANGES	-	11%	-	-	7%		-	25%	40%	-	6%

Merrill Lynch Relocation Management Inc.

TABLE 58

CHANGES MADE TO POLICY IN THE L'ST YEAR

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL WHO MADE CHANGES	64	33	44	38	12	15	208
NO ANSWER; DON'T KNOW	2					1	3
TOTAL ANSWERING	62 100%	33 100%	44 100%	38 100%	12 100%	14 100%	205 100%
CHANGES							
DEVELOPED OR LIBERALIZED IN-HOUSE PURCHASE PROGRAMS	2%	-	5%	-	-	-	1%
DEVELOPED OR INCREASED GUARANTEE AGAINST LOSS PROGRAM	-	3%	2%	-	-	-	1%
HIRED A RELOCATION SERVICES FIRM	23%	24%	18%	18%	17%	21%	20%
DEVELOPED OR INCREASED OTHER HOME SALE REIMBURSEMENTS	10%	9%	16%	13%	8%	14%	12%
DEVELOPED OR INCREASED DUPLICATE HOUSE CARRYING EXPENSES	6%	6%	-	5%	-	7%	4%
DEVELOPED OR INCREASED EQUITY LOANS	5%	6%	9%	11%	25%	21%	9%
DEVELOPED OR INCREASED MORTGAGE RATE DIFFERENTIAL	23%	21%	41%	53%	50%	57%	36%
DEVELOPED OR INCREASED COST OF LIVING DIFFERENTIAL	5%	-	2%	5%	8%	7%	4%
DEVELOPED OR INCREASED CLOSING COSTS (NEW LOCATION)	6%	27%	7%	8%	8%	7%	10%
DEVELOPED OR INCREASED TEMPORARY LIVING ALLOWANCES	3%	9%	9%	-	-	-	5%
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHUNTING TRIPS	-	-	-	-	-	-	-
DEVELOPED OR INCREASED ALLOWANCES FOR HOUSEHOLD GOODS	3%	6%	9%	5%	8%	7%	6%
DEVELOPED OR INCREASED MISCELLANEOUS EXPENSE ALLOWANCE	13%	27%	20%	29%	17%	20%	20%

TABLE 58

CHANGES MADE TO POLICY IN THE LAST YEAR

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
DEVELOPED OR LIBERALIZED REIMBURSEMENTS FOR TAX LIABILITY	6%	9%	5%	5%	-	-	5%
MORE LIBERAL POLICY (UNSPECIFIED)	9%	12%	14%	3%	17%	-	9%
LIBERALIZED POLICY TO COVER MORE EMPLOYEES OR NEW HIRES	-	6%	7%	-	-	-	2%
HAVE A MORE LIMITED POLICY	2%	-	-	3%	-	-	1%
OTHER CHANGES	9%	3%	11%	-	-	-	6%

Merrill Lynch Relocation Management Inc.

TABLE 59

FIRMS ANTICIPATING MAKING CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN 1980

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL INTERVIEWED	34	52	25	6	74	85	20	24	33	31	607
NO ANSWER; DON'T KNOW			1								3
TOTAL ANSWERING	34 100%	52 100%	24 100%	6 100%	74 100%	85 100%	20 100%	24 100%	33 100%	31 100%	604 100%
FIRMS ANTICIPATING CHANGES											
DO ANTICIPATE MAKING CHANGES	15%	27%	38%	-	47%	40%	40%	21%	27%	32%	36%
DO NOT ANTICIPATE MAKING CHANGES	74%	69%	63%	100%	43%	53%	45%	71%	67%	61%	56%
DON'T KNOW	12%	4%	-	-	9%	7%	15%	8%	6%	6%	8%

Merrill Lynch Relocation Management Inc.

TABLE 59

FIRMS ANTICIPATING MAKING CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN 1980

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL INTERVIEWED	17	32	14	13	28	5	24	18	20	52	607
NO ANSWER; DON'T KNOW					1					1	3
TOTAL ANSWERING	17 100%	32 100%	14 100%	13 100%	27 100%	5 100%	24 100%	18 100%	20 100%	51 100%	604 100%
FIRMS ANTICIPATING CHANGES											
DO ANTICIPATE MAKING CHANGES	53%	59%	50%	46%	19%	40%	33%	28%	45%	37%	36%
DO NOT ANTICIPATE MAKING CHANGES	29%	38%	43%	46%	74%	60%	67%	72%	40%	49%	56%
DON'T KNOW	18%	3%	7%	8%	7%	-	-	-	15%	14%	8%

Merrill Lynch Relocation Management Inc.

TABLE 59

FIRMS ANTICIPATING MAKING CHANGES TO POLICY FOR ASSISTING TRANSFERRED EMPLOYEES IN 1980

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL INTERVIEWED	252	97	99	95	31	20	607
NO ANSWER; DON'T KNOW	1		1	1			3
TOTAL ANSWERING	251 100%	97 100%	98 100%	94 100%	31 100%	20 100%	604 100%
FIRMS ANTICIPATING CHANGES							
DO ANTICIPATE MAKING CHANGES	30%	33%	44%	46%	42%	30%	36%
DO NOT ANTICIPATE MAKING CHANGES	62%	61%	50%	45%	48%	55%	56%
DON'T KNOW	8%	6%	6%	10%	10%	15%	8%

Merrill Lynch Relocation Management Inc.

TABLE 60

ANTICIPATED CHANGES TO POLICY

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
TOTAL ANTICIPATING CHANGES	5	14	9		35	34	8	5	9	10	218
NO ANSWER; DON'T KNOW	1		1		1	1					5
TOTAL ANSWERING	4 100%	14 100%	8 100%		34 100%	33 100%	8 100%	5 100%	9 100%	10 100%	213 100%
ANTICIPATED CHANGES											
DEVELOPING OR LIBERALIZING IN-HOUSE PURCHASE PROGRAM	-	-	-		3%	3%	-	-	-	-	2%
CONSIDERING A THIRD PARTY COMPANY	25%	7%	25%		15%	-	-	-	-	20%	12%
DEVELOPING OR INCREASING OTHER HOME SALE REIMBURSEMENTS	-	-	-		6%	12%	-	20%	-	10%	8%
DEVELOPING OR INCREASING DUPLICATE HOUSE CARRYING EXPENSES	-	-	-		3%	-	13%	-	-	-	1%
DEVELOPING OR INCREASING EQUITY LOANS	-	-	-		3%	3%	-	20%	-	-	2%
DEVELOPING OR INCREASING MORTGAGE RATE DIFFERENTIAL	50%	64%	38%		50%	33%	88%	20%	67%	40%	49%
DEVELOPING OR INCREASING COST OF LIVING DIFFERENTIAL	-	7%	13%		-	15%	-	-	11%	10%	7%
DEVELOPING OR INCREASING CLOSING COSTS (NEW LOCATION)	-	14%	-		9%	6%	-	-	-	20%	8%
DEVELOPING OR INCREASING TEMPORARY LIVING ALLOWANCES	-	7%	-		3%	-	-	-	-	-	4%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHUNTING TRIPS	-	-	-		-	3%	-	-	11%	-	2%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHOLD GOODS	-	-	-		-	-	13%	-	-	-	1%
DEVELOPING OR INCREASING MISCELLANEOUS EXPENSE ALLOWANCES	60%	7%	-		11%	6%	13%	20%	22%	20%	12%
DEVELOPING OR LIBERALIZING REIMBURSEMENTS FOR TAX LIABILITY	-	7%	-		9%	6%	13%	-	-	-	5%

Merrill Lynch Relocation Management Inc.

TABLE 60

ANTICIPATED CHANGES TO POLICY

	INDUSTRY										
	PETRO-LEUM & GAS	FOOD PREP/ DISTR	METALS MFG	MINING	INDUS MACH & EQUIP	BANKING FINAN INSUR	RETAIL WHOLE	TRANSP	UTILITY	AERON SPACE ELECT	TOTAL
CONSIDERING MORE LIBERAL REIMBURSEMENTS (UNSPECIFIED)	-	-	11%		-	12%	-	20%	-	20%	7%
CONSIDERING COVERING MORE EMPLOYEES OR NEW HIRES	-	7%	22%		-	3%	13%	-	-	10%	5%
DECREASING OUR ASSISTANCE	-	7%	-		-	3%	-	-	-	-	1%
ALL OTHER CHANGES	-	7%	-		6%	9%	13%	-	11%	-	5%
UNDER DISCUSSION NOW; POLICY CHANGES NOT FINALIZED	-	-	-		6%	6%	-	-	11%	-	4%
DON'T KNOW YET	-	14%	11%		17%	18%	13%	20%	-	10%	12%

Merrill Lynch Relocation Management Inc.

TABLE 60

ANTICIPATED CHANGES TO POLICY

	INDUSTRY(CONID)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
TOTAL ANTICIPATING CHANGES	9	19	7	6	5	2	8	5	9	19	218
NO ANSWER; DON'T KNOW		1									5
TOTAL ANSWERING	9 100%	18 100%	7 100%	6 100%	5 100%	2 100%	8 100%	5 100%	9 100%	19 100%	213 100%
ANTICIPATED CHANGES											
DEVELOPING OR LIBERALIZING IN-HOUSE PURCHASE PROGRAM	-	11%	-	-	-	50%	-	-	-	-	2%
CONSIDERING A THIRD PARTY COMPANY	-	11%	14%	33%	-	50%	38%	40%	11%	16%	12%
DEVELOPING OR INCREASING OTHER HOME SALE REIMBURSEMENTS	11%	6%	14%	-	20%	-	13%	-	11%	11%	9%
DEVELOPING OR INCREASING DUPLICATE HOUSE CARRYING EXPENSES	-	-	-	-	-	-	-	-	-	5%	1%
DEVELOPING OR INCREASING EQUITY LOANS	-	11%	-	-	-	-	-	-	-	-	2%
DEVELOPING OR INCREASING MORTGAGE RATE DIFFERENTIAL	44%	50%	57%	67%	60%	-	63%	40%	44%	53%	49%
DEVELOPING OR INCREASING COST OF LIVING DIFFERENTIAL	22%	11%	-	17%	20%	-	-	-	-	-	7%
DEVELOPING OR INCREASING CLOSING COSTS (NEW LOCATION)	22%	6%	14%	-	-	-	25%	20%	-	-	9%
DEVELOPING OR INCREASING TEMPORARY LIVING ALLOWANCES	11%	-	14%	-	20%	-	13%	-	11%	11%	4%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHUNTING TRIPS	-	5%	-	-	-	-	-	-	11%	-	2%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHOLD GOODS	-	-	14%	-	-	-	-	-	-	-	1%
DEVELOPING OR INCREASING MISCELLANEOUS EXPENSE ALLOWANCES	22%	11%	29%	-	-	-	25%	20%	-	11%	12%
DEVELOPING OR LIBERALIZING REIMBURSEMENTS FOR TAX LIABILITY	-	-	14%	17%	-	-	-	-	-	11%	5%

Merrill Lynch Relocation Management Inc.

TABLE 60

ANTICIPATED CHANGES TO POLICY

	INDUSTRY(CONTD)										
	BUSINESS MACH	CHEM/ PLAST	PHARM/ COS- METICS	HARD APPL/ HSWRS	WOOD/ PAPER	RUBBER PROD	TEXTILES	PUBL/ PRINT	AUTO- MOTIVE	ALL OTHER	TOTAL
CONSIDERING MORE LIBERAL REIMBURSEMENTS (UNSPECIFIED)	22%	-	-	17%	-	-	-	-	22%	11%	7%
CONSIDERING COVERING MORE EMPLOYEES OR NEW HIRES	11%	5%	29%	-	-	-	-	-	-	-	5%
DECREASING OUR ASSISTANCE	-	-	-	-	-	-	-	-	-	-	1%
ALL OTHER CHANGES	-	-	-	-	-	-	-	40%	11%	5%	6%
UNDER DISCUSSION NOW; POLICY CHANGES NOT FINALIZED	-	11%	-	-	-	50%	-	-	-	-	4%
DON'T KNOW YET	11%	11%	-	-	20%	-	-	20%	11%	16%	12%

Merrill Lynch Relocation Management Inc.

TABLE 60

ANTICIPATED CHANGES TO POLICY

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
TOTAL ANTICIPATING CHANGES	76	32	43	43	13	6	218
NO ANSWER; DON'T KNOW	2	1		1		1	5
TOTAL ANSWERING	74 100%	31 100%	43 100%	42 100%	13 100%	5 100%	213 100%
ANTICIPATED CHANGES							
DEVELOPING OR LIBERALIZING IN-HOUSE PURCHASE PROGRAM	4%	3%	2%	-	-	-	2%
CONSIDERING A THIRD PARTY COMPANY	18%	13%	12%	7%	8%	-	12%
DEVELOPING OR INCREASING OTHER HOME SALE REIMBURSEMENTS	5%	6%	7%	5%	8%	40%	8%
DEVELOPING OR INCREASING DUPLICATE HOUSE CARRYING EXPENSES	3%	3%	-	-	-	-	1%
DEVELOPING OR INCREASING EQUITY LOANS	3%	3%	2%	-	-	20%	2%
DEVELOPING OR INCREASING MORTGAGE RATE DIFFERENTIAL	51%	39%	42%	57%	62%	80%	49%
DEVELOPING OR INCREASING COST OF LIVING DIFFERENTIAL	9%	3%	7%	5%	15%	-	7%
DEVELOPING OR INCREASING CLOSING COSTS (NEW LOCATION)	5%	13%	7%	7%	15%	-	8%
DEVELOPING OR INCREASING TEMPORARY LIVING ALLOWANCES	4%	3%	7%	-	-	-	4%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHUNTING TRIPS	3%	-	-	2%	8%	-	2%
DEVELOPING OR INCREASING ALLOWANCES FOR HOUSEHOLD GOODS	1%	-	-	2%	-	-	1%
DEVELOPING OR INCREASING MISCELLANEOUS EXPENSE ALLOWANCES	12%	13%	14%	12%	15%	17%	12%
DEVELOPING OR LIBERALIZING REIMBURSEMENTS FOR TAX LIABILITY	4%	3%	5%	7%	15%	-	5%

TABLE 60

ANTICIPATED CHANGES TO POLICY

	NUMBER OF TRANSFERRED HOMEOWNERS IN 1979						
	UNDER 25	25-49	50-99	100-249	250-499	500 OR MORE	TOTAL
CONSIDERING MORE LIBERAL REIMBURSEMENTS (UNSPECIFIED)	8%	6%	5%	9%	8%	-	7%
CONSIDERING COVERING MORE EMPLOYEES OR NEW HIRES	5%	6%	5%	2%	8%	-	5%
DECREASING OUR ASSISTANCE	-	3%	-	2%	-	-	1%
ALL OTHER CHANGES	4%	9%	2%	9%	-	17%	6%
UNDER DISCUSSION NOW; POLICY CHANGES NOT FINALIZED	1%	3%	5%	5%	8%	-	4%
DON'T KNOW YET	11%	22%	9%	12%	15%	-	12%